

# NICHOLAS G. MCMULLEN

Phoenix, Arizona

[nickmcmullen.github.io](https://github.com/nickmcmullen) ◇ [www.linkedin.com/in/nicholas-mcmullen](https://www.linkedin.com/in/nicholas-mcmullen)

## TECHNICAL SKILLS

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**Technical Skills**      R — Tableau — IBM Cognos Analytics — R-Studio — LaTeX  
Cornerstone OnDemand LMS — iCIMS ATS — UltiPro HRIS

## EDUCATION

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**Macalester College**, St. Paul, MN ————— May 2018  
**B.A., Applied Mathematics and Statistics**, *magna cum laude*, *Phi Beta Kappa*

## EXPERIENCE

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**Alliance Residential Company**, Phoenix, AZ

- **Talent Analytics Manager** ————— August 2018 - Present
  - Act as technical lead on company compensation committee
  - Develop Tableau dashboards to support corporate decision making
  - Conduct ad hoc statistical analyses and complex data manipulation in RStudio using R
  - Identify and execute process improvements as needed
  - Oversee employee onboarding team and one analyst/LMS admin
  - Manage organization's ATS (iCIMS)
  - Act as Talent department's main POC for all vendors
- **Learning Manager** ————— May 2018 - August 2018
- **Training Intern** ————— Summer 2017

## MAJOR PROJECTS

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Project	Role	Result
Salary.com CompAnalyst rollout	Tech Lead	In progress
LMS migration to Fuse Universal	Lead Admin/Analyst	In progress
Automation of department billing	Developer	Saved admin 25 hrs./mo.
System migration of company performance reviews	Lead	Saved \$5000 in fees
Certification Document Migration CSOD to UltiPro	Lead	Saved \$11,000 in fees
Past due training dashboard	Developer	40% reduction in 3 mos.

## CERTIFICATIONS

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**Tableau Desktop Certified Associate**, *Tableau Software* ————— Oct. 2019 - Oct. 2021  
**Leading Accountable Engagement**, *Dale Carnegie Training* ————— Oct. 2019

## MEMBERSHIPS AND ASSOCIATIONS

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**WorldAtWork Total Rewards Association**, *Member* ————— October 2019 - Present  
**Emerging Leaders Committee**, *Alliance Residential Company* ————— July 2019 - Present  
**Phi Beta Kappa Honor Society** ————— May 2018 - Present