NICHOLAS G. MCMULLEN

Phoenix, Arizona

nickmcmullen.github.io ⋄ www.linkedin.com/in/nicholas-mcmullen

TECHNICAL SKILLS

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

EDUCATION

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

EXPERIENCE

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
  - 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

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

Tableau Desktop Certified Associate, *Tableau Software* ——————— Oct. 2019 - Oct. 2021

Leading Accountable Engagement, *Dale Carnegie Training* ———————————— Oct. 2019

MEMBERSHIPS AND ASSOCIATIONS

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