

Nicholas McMullen

Certified Human Resources, People Analytics, and Compensation Leader

Phoenix, Arizona

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TECHNICAL SKILLS

Technical Skills R/RStudio IDE — Tableau Desktop — BambooHR — Greenhouse.io
Cornerstone OnDemand — iCIMS — UltiPro/UKG
Salary.com CompAnalyst — Fuse Universal LXP — Salesforce

EDUCATION

Macalester College, St. Paul, MN

May 2018

B.A., Applied Mathematics and Statistics, *magna cum laude*, *Phi Beta Kappa*

EXPERIENCE

RStudio PBC, Phoenix, AZ

• **People Operations Partner**

Jan. 2021 - Present

- Lead organization's compensation function, including consulting and reviews
- Analyze people operations data to provide insights and reports to leadership
- Train and coach managers to have effective crucial conversations with employees
- Assist with employee relations conversations and investigations
- Partner with company leaders to set career frameworks and workforce strategy
- Support all people-related change initiatives as a technical and strategic consultant

WorldatWork Total Rewards Association, Phoenix, AZ

• **Sr. Specialist, Total Rewards Content**

Sept. 2020 - Jan. 2021

- Led the Association's people analytics practice
- Built infrastructure (processes, analyses, relationships) to improve strategic connections
- Conducted market research to ensure the Association maintains innovative resources
- Supported the selection of top industry experts to be speakers, faculty, and publication authors

Alliance Residential Company (acquired by Greystar), Phoenix, AZ

• **Manager, HR Systems & Analytics**

Feb. 2020 - Sept. 2020

- Oversaw all HR systems, including admin & integrations for HRIS, ATS, Compensation, LMS/LXP
- Created base pay structure and administered variable pay incentive plan
- Responsible for ongoing job analysis, evaluation, and compensation consultations
- Conducted human capital/workforce analytics to evaluate performance and programs

• **Talent Analytics Manager**

Aug. 2018 - Feb. 2020

- Managed Talent Coordinator/Onboarding team
- Configured and managed iCIMS ATS as lead administrator
- Implemented new LMS & Salary.com CompAnalyst including data integration, market pricing
- Conducted human capital/workforce analytics to evaluate performance and programs

- **Learning Manager** May 2018 - Aug. 2018
 - Led data and analytics function for Learning & Development department
 - Conducted learning needs analyses to help guide future training development
 - Managed all LMS functions including reporting, curriculum development, certifications
- **Training Intern** June 2017 - Aug. 2017
 - Conducted system administration and reporting in Cornerstone OnDemand LMS
 - Analyzed training program data to help guide future training decisions
 - Assisted with internal certification management for employees nationwide

MAJOR PROJECTS

Project	Role	Result
Salary.com CompAnalyst rollout	Project Lead	500+ jobs analyzed
LMS migration to Fuse Universal	Lead Admin/Analyst	Engagement +36%
Automation of department billing	RStudio developer	Saved admin 25 hrs./mo.
Development of Tableau monthly stats	Tableau Developer	Saved admin 5 hrs./mo.
System migration of company performance reviews	Lead	Saved \$5000 in fees
Certification Document Migration LMS to UltiPro	Lead	Saved \$11,000 in fees
Past due training reduction project	Tableau developer	40% reduction in 3 mos.

CERTIFICATIONS

Certified Compensation Professional (CCP) , <i>WorldatWork</i>	Nov. 2020 - Nov. 2023
Global Remuneration Professional (GRP) , <i>WorldatWork</i>	Nov. 2020 - Nov. 2023
Professional in Human Resources (PHR) , <i>HRCI</i>	July 2020 - Feb. 2024
Tableau Desktop Certified Associate , <i>Tableau Software</i>	Oct. 2019 - Oct. 2021
Leading Accountable Engagement , <i>Dale Carnegie Training</i>	Oct. 2019

VOLUNTEERISM

Dale Carnegie Training Author's Advisory Committee , <i>Member</i>	July 2021 - Present
Deer Valley USD, Certified Performance Pay Committee , <i>Member</i>	Jan. 2020 - Present
Alliance Residential Emerging Leaders Committee , <i>Member</i>	July 2019 - June 2020

AFFILIATIONS

Human Resources Certification Institute (HRCI) , <i>Member</i>	Mar. 2020 - Present
WorldAtWork Total Rewards Association , <i>Member</i>	Oct. 2019 - Present
Phi Beta Kappa Honor Society	May 2018 - Present