

Nicholas McMullen

Location: Greater Phoenix Area, Arizona

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Summary

Analytically-inclined, people-oriented HR practitioner with experience supporting executives and front-line teams as a strategic partner. Skilled in compensation operations, design, and program management, human resources operations, and people programs analysis.

Experience

Manager, Total Rewards

November 2022 - Present

Tanium Inc.

Remote, USA

- Administer semi-annual merit cycle including budget planning, HRIS configuration, pre- and post-cycle data audits, project planning, and pay equity
- Administer annual RSU refresh grant cycle
- Consult with recruiters, HRBPs, and business leaders on compensation-related issues
- Benchmark and approve compensation for all external job postings
- Create and propose compensation packages for internal transfers and promotions
- Lead global job analysis and evaluation efforts
- Participate in annual salary surveys
- Audit and maintain integrity of compensation-related data in HRIS

Compensation and Analytics Lead

December 2021 - November 2022

RStudio PBC

Remote, USA

- Consulted directly with business leaders on all compensation-related issues
- Architected framework and obtained executive buy-in for long-term cash incentive plan
- Conducted job analysis, evaluation, and benchmarking for all current and new company jobs
- Integrated Radford salary survey data into benchmarking processes
- Architected suite of Shiny Apps to provide key stakeholders with a live look at key employee lifecycle metrics
- Assisted with HR technology configuration, integration, and ongoing maintenance

People Partner

January 2021 - December 2021

RStudio PBC

Remote, USA

- Collaborated with VP, People Operations with talent management initiatives and employee relations matters
- Architected career frameworks for technical staff
- Established company wide job code architecture
- Created and led “manager meetup” development calls
- Conducted 90-day check ins with all new employees
- Managed job analysis, evaluation, and compensation benchmarking process
- Built and automated employee lifecycle surveys including a 90-day new hire survey and annual employee engagement survey
- Led automated data exchange setup between HRIS and employee engagement/listening platform

Senior Specialist, Total Rewards Content

September 2020 - January 2021

WorldatWork

Remote, USA

- Authored a complete practice strategy with market research for executive leadership,
- Wrote data taxonomy for Salesforce CRM environment and defined new key workflows
- Advised leadership on marketplace education and certification trends in total rewards

Manager, Talent Analytics and Systems

May 2018 - January 2020

Alliance Residential Company

Phoenix, AZ, USA

- Managed centralized recruiting coordinator team of two responsible for onboarding tasks, successfully onboarded 2000+ employees across 25 US states
- Responsible for the calculation, approval, and distribution of quarterly performance bonuses to 2,500 operations team members
- Implemented Salary.com CompAnalyst and conducted market benchmarking for all company jobs
- Served as liaison on company compensation committee
- Managed all talent-related systems including ATS, compensation, and corporate social responsibility
- Implemented and configured iCIMS ATS while sunsetting use of ADP ATS
- Responsible for monthly recruiting performance and compliance reporting in Tableau
- Automated monthly recruiting fee bill-backs, saving 25 monthly hours of manual reporting and auditing

Learning and Development Intern

June 2017 - August 2017

Alliance Residential Company

Phoenix, AZ, USA

- Analyzed a pilot sales training program for impact on closing leases, resulting in full adoption of the program organization-wide.
- Converted, redesigned, and published online company training courses from Adobe Captivate format to Articulate Rise 360 in Cornerstone OnDemand LMS.

Education

B.A. magna cum laude, Applied Mathematics and Statistics

August 2014 - May 2018

Macalester College

St. Paul, MN, USA

Certifications

Senior Professional in Human Resources (SPHR)

January 2023 - Current

Human Resources Certification Institute (HRCI)

Certified Compensation Professional (CCP)

November 2020 - Current

WorldatWork

Global Remuneration Professional (GRP)

November 2020 - Current

WorldatWork

Professional in Human Resources (PHR)

June 2020 - Current

Human Resources Certification Institute (HRCI)

Tableau Desktop 2019 Certified Associate (expired)

October 2019 - October 2021

Tableau Software

Skills

- Base pay design and administration
- Job analysis, documentation, and evaluation
- Incentive compensation program management
- HRIS administration and compensation project management
- People program analysis and evaluation
- Data cleaning and manipulation, R programming