

# Nicholas McMullen

Certified Human Resources, People Analytics, and Compensation Leader

e: nicholasgcmullen@gmail.com ◇ w: nickmcmullen.github.io

## TECHNICAL SKILLS

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

## EXPERIENCE

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### RStudio PBC, Remote

- **Compensation & Analytics Lead** Jan. 2022 - Present
  - Develop scalable organizational global compensation structures and strategies
  - Manage all cadenced compensation and talent reviews with executives
  - Create and administer long-term incentive compensation programs
  - Oversee job analysis, documentation, and evaluation
  - Lead the employee listening function including organizational health and employee lifecycle surveys
  - Build reproducible, code-based solutions to provide proactive people insights to executives
- **People Operations Partner** Jan. 2021 - Jan. 2022
  - Trained and coached managers to have effective crucial conversations with employees
  - Conducted employee relations conversations and investigations
  - Partnered with company leaders on career frameworks, workforce strategy, and talent reviews
  - Led organization's compensation function including job pricing, consultation, and reviews
  - Supported all people-related change initiatives as a technical and strategic consultant

### WorldatWork Total Rewards Association, Remote

- **Senior Specialist, Total Rewards Content Strategy** Sept. 2020 - Jan. 2021
  - Developed a people analytics practice strategy, including market research and competitive analysis
  - Advised association leadership on key trends in the marketplace
  - Assisted in content creation, distribution, and strategy for the total rewards practice

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

- **Manager, People Systems & Analytics** Feb. 2020 - Sept. 2020
  - Oversaw all HR systems, including admin & integrations for HRIS, ATS, Compensation, LMS/LXP
  - Responsible for ongoing job analysis, evaluation, and compensation consultations
  - Administered quarterly variable pay plan
  - Conducted human capital/workforce analytics to evaluate performance and programs
- **Manager, Talent Analytics & Operations** May 2018 - Feb. 2020
  - Led data and analytics efforts for talent and L&D functions
  - Administered and helped automate quarterly variable pay plan
  - Analyzed and market priced hundreds of corporate and operations jobs
  - Managed Talent Coordinator/Onboarding team

- Owned all ATS and LMS administration, reporting, configuration, and vendor communication
- Implemented new LMS and compensation system

• **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

## EDUCATION

Macalester College, St. Paul, MN

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

## CERTIFICATIONS

**Certified Compensation Professional (CCP)**, *WorldatWork*

**Global Remuneration Professional (GRP)**, *WorldatWork*

**Professional in Human Resources (PHR)**, *HRCI*

**Tableau Desktop 2019 Certified Associate (exp. Oct. 2021)**, *Tableau Software*

## 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.
Creation of talent/recruiting metrics	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.

## VOLUNTEERISM

**Dale Carnegie Training Author's Advisory Committee**, *Member* July 2021 - Present

**Deer Valley USD, Certified Performance Pay Committee**, *Member* Jan. 2020 - Present

**Alliance Residential Emerging Leaders Committee**, *Member* July 2019 - June 2020

## AFFILIATIONS

**Human Resources Certification Institute (HRCI)**, *Member* Mar. 2020 - Present

**WorldatWork Total Rewards Association**, *Member* Oct. 2019 - Present

**Phi Beta Kappa Honor Society**, *Member* May 2018 - Present