

# Nicholas McMullen

Certified Human Resources, People Analytics, and Compensation Leader

Phoenix, Arizona

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## TECHNICAL SKILLS

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**Technical Skills**      R/RStudio IDE — Tableau (certified) — IBM Cognos Analytics  
Cornerstone OnDemand LMS — iCIMS ATS — UltiPro HRIS  
Salary.com CompAnalyst — Fuse Universal LXP — Salesforce

## 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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**WorldatWork Total Rewards Association**, Phoenix, AZ

- **Sr. Specialist, Total Rewards Content** Sept. 2020 - Present
  - Lead the Association's people analytics practice
  - Build infrastructure (processes, analyses, relationships) to improve strategic connections
  - Conduct Total Rewards market research to ensure the Association maintains leading resources
  - Support 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

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

## MEMBERSHIPS AND ASSOCIATIONS

<b>Human Resources Certification Institute (HRCI)</b> , <i>Member</i>	Mar. 2020 - Present
<b>Deer Valley USD, Certified Performance Pay Committee</b> , <i>Member</i>	Jan. 2020 - Present
<b>WorldAtWork Total Rewards Association</b> , <i>Member</i>	Oct. 2019 - Present
<b>Phi Beta Kappa Honor Society</b>	May 2018 - Present
<b>Emerging Leaders Committee</b> , <i>Alliance Residential Company</i>	July 2019 - June 2020