

# Nicholas G. McMullen

Certified Total Rewards & People Analytics Professional

Greater Phoenix Area, Arizona, USA

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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 analyzing people programs and making sense out of data, rewards design and management, human resources operations, and onboarding. Experienced at implementing, integrating, and managing a variety of HR technology solutions, managing rewards programs, and leading people-people teams.

## Employment

### **Compensation and People Analytics Lead**

January 2022 - Present

*RStudio PBC*

*Remote, USA*

- Establish dedicated compensation consultation function
- Conduct job analysis, evaluation, and benchmarking for all current and new company jobs
- Implement Radford salary survey and benchmarking tool
- Architect suite of automated dashboards using an R-powered shiny app to provide key stakeholders with a high-level overview of employee lifecycle metrics
- Act as lead People Ops stakeholder for building automated data exchange between ATS and HRIS
- Lead automated data exchange setup between HRIS and employee engagement/listening platform
- Build and automated employee lifecycle surveys including a 90-day new hire survey and annual employee engagement survey

### **People Operations Partner**

January 2021 - January 2022

*RStudio PBC*

*Remote, USA*

- Established company wide job code architecture
- Assisted with talent management initiatives and employee relations matters
- Architected career frameworks for technical staff
- Created and led “manager meetup” development calls
- Conducted 90-day check ins with all new employees
- managed job analysis, evaluation, and benchmarking process

**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 People Systems and Analytics**

January 2020 - September 2020

*Alliance Residential Company**Phoenix, AZ, USA*

- Oversaw operation and management of all people-related systems, including HRIS, ATS, compensation, and corporate social responsibility.
- Implemented and integrated new CSR platform with HRIS.
- Managed the calculation and processing of quarterly bonuses for 2500+ site and regional operations employees.
- Acted as HR liaison to the company compensation committee.
- Assisted with M&A activities related to HR data during Greystar/Alliance merger.

**Manager Talent Analytics and Operations**

May 2018 - January 2020

*Alliance Residential Company**Phoenix, AZ, USA*

- Led configuration and ongoing optimization efforts of iCIMS ATS.
- Built and automated suite of Tableau dashboards for talent acquisition executive team for monthly reporting requirements.
- Automated monthly recruiting fee bill-back process, increasing accuracy of processing to 99% and saving 25 monthly hours of manual reporting and auditing.
- Implemented Salary.com CompAnalyst and conducted market benchmarking for all company jobs.
- Managed centralized recruiting coordinator team of two responsible for administrative and compliance-related onboarding tasks that successfully onboarded 2000+ employees over 20 months across 25 US states.

**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.
- Restructured company knowledge bank in Cornerstone OnDemand LMS.
- Converted, redesigned, and published online company training courses from Adobe Captivate format to Articulate Rise 360 in Cornerstone OnDemand LMS.
- Managed pool and HVAC maintenance certification program, including tracking in Cornerstone OnDemand LMS and conducting ongoing compliance reporting.

## Education

**B.A. magna cum laude, Applied Mathematics and Statistics** August 2014 - May 2018  
*Macalester College*  
*St. Paul, MN, USA*

## Certifications

**Certified Compensation Professional (CCP)** Expires November 2023  
*WorldatWork*

**Global Remuneration Professional (GRP)** Expires November 2023  
*WorldatWork*

**Professional in Human Resources (PHR)** Expires February 2024  
*Human Resources Certification Institute (HRCI)*

**Tableau Desktop 2019 Certified Associate (expired)** Expired October 2021  
*Tableau Software*

## Skills

- Base pay design and administration
- Job analysis, documentation, and evaluation
- Incentive compensation program management
- HRIS integration and administration
- ATS implementation, administration
- LMS implementation, administration
- Talent onboarding process development and management
- People program analysis and evaluation
- Data cleaning and manipulation
- Process improvement, design, and automation
- People team management

## Software Experience

- R programming
- Shiny app development
- RStudio IDE
- Radford Benchmarking
- BambooHR HRIS
- Greenhouse.io ATS
- Culture Amp
- Salary.com CompAnalyst
- UltiPro HRIS (UKG)
- iCIMS ATS
- Fuse LXP
- Cornerstone OnDemand LMS
- Qualtrics