

Weston Mack

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SUMMARY

Workday Compensation consultant with seven years of progressive experience delivering **Core Compensation** and **Advanced Compensation** solutions across implementations, tenant deployments, **optimization initiatives**, and managed services. Translates Total Rewards requirements into scalable configurations covering Compensation Grades, Grade Profiles, Packages, Plans, Business Processes, merit, bonus, market adjustments, review cycles, and equity programs. Leads discovery sessions, design reviews, client presentations, testing, release readiness, production validation, and postproduction support with HR, Compensation, Payroll, Talent, Benefits, Security, Reporting, Recruiting, Integrations, and finance stakeholders. Uses Workday Reporting, Calculated Fields, Dashboards, and Compensation Analytics to improve decision quality. Brings calm **root cause analysis**, clear documentation, governance discipline, and dependable delivery across concurrent engagements.

EXPERIENCE

Senior Workday Compensation Consultant

January 2024 - Present

Northstar HR Technology

Charlotte, NC

Directs Core Compensation and Advanced Compensation design across three concurrent enterprise client engagements. Owns configuration strategy, annual planning readiness, release assessment, testing, documentation, stakeholder communication, and production support for scalable Total Rewards operations.

- Directed **Core Compensation** design for enterprise clients, aligning configuration with Total Rewards governance and planning calendars.
- Reconfigured **Compensation Grades** and Packages after workshops exposed eligibility gaps across business units.
- Led annual merit and bonus readiness through test scenarios, validation checkpoints, and production support.
- Built **functional designs** and **process flows** that gave administrators a durable operating reference after deployment.
- Diagnosed compensation failures through **Calculated Fields**, reporting, and integration tracing, then corrected root causes.
- Guided release impact assessments and **regression testing** across Payroll, Talent, Benefits, Security, Reporting, and Integrations.

Workday Compensation Consultant

July 2021 - December 2023

Summit People Systems

Raleigh, NC

Delivered **Core Compensation** and **Advanced Compensation** solutions for implementation, optimization, tenant deployment, and AMS engagements. Facilitated design decisions, testing, reporting improvements, incident resolution, stabilization, and delivery governance across parallel client workstreams.

- Configured **Compensation Plans** and eligibility rules from workshop findings, supporting implementation and optimization engagements.
- Facilitated **design reviews** with HR and Total Rewards stakeholders, separating standard capabilities from controlled extensions.
- Executed unit and integration testing for cycle changes, preserving traceability from requirements through defect closure.
- Developed Workday Reports and Dashboards that helped compensation teams validate planning populations and outcomes.
- Resolved **AMS** incidents by reproducing issues in nonproduction tenants, documenting causes, and coordinating safe migration.
- Supported **tenant deployments** while tracking deliverables, risks, dependencies, and decisions across parallel workstreams.

Workday HCM Analyst, Compensation

October 2019 - June 2021

HarborPoint Business Applications

Richmond, VA

Supported compensation configuration within a broader Workday HCM environment under senior consultant guidance. Maintained plans, packages, business processes, reporting, testing, documentation, and cross functional issue analysis for annual review activities and scheduled releases.

- Maintained **compensation Grades** and Plans under senior guidance, strengthening foundational Workday configuration skills.
- Prepared **configuration documentation** and process maps that clarified approval decisions before tenant migration.
- Created unit and regression scripts for merit updates, documenting evidence and reproducible defect steps.
- Maintained reports and **Calculated Fields** that identified population exceptions before annual review activities.
- Coordinated issue analysis with Payroll, Benefits, Talent, **Recruiting**, Security, and Integration specialists.
- Supported **knowledge transfer** and **production validation** after releases, reducing repeat administrator questions.

HRIS Analyst

October 2017 - September 2019

Blue Ridge HR Services

Richmond, VA

Maintained HRIS data and compensation structures for a multi location workforce. Supported annual reviews, reporting, governance, change requests, validation, documentation, and administrator readiness, building a practical foundation for later Workday consulting responsibilities.

- Maintained compensation structures and eligibility rules for a multi location workforce.

- Validated employee populations and manager data before **annual compensation planning** windows opened.
- Produced recurring HR reports, investigated discrepancies, and documented corrections under audit practices.
- Converted policy requirements into change requests and test scenarios for application support teams.
- Performed structured validation after HRIS updates, recording expected results and affected records.
- Created administrator guides for recurring compensation transactions, improving consistency across HR operations.

PROJECTS

Annual Compensation Cycle Optimization 📅 2024

Improved annual compensation readiness through coordinated merit, bonus, market adjustment, and equity validation activities. Clear checkpoints helped client teams move from configuration review into production support with fewer surprises.

Compensation Reporting Improvement 📅 2023

Created reporting views, Calculated Fields, Dashboards, and Compensation Analytics outputs that gave Total Rewards teams clearer planning populations and review cycle results.

LEADERSHIP & AWARDS

- Received Workday Pro Compensation recognition in 2023 for sustained functional delivery and client support.
- Earned Workday Advanced Compensation Certification in 2024 after demonstrating advanced configuration knowledge.
- Selected as a trusted consultant for concurrent client delivery, release readiness, and production issue resolution.

EDUCATION

Bachelor of Science in Management Information Systems

2017

Virginia Commonwealth University GPA: 3.5

Richmond, VA

Coursework: Systems analysis, database management, business process design, project management

CERTIFICATIONS

- Workday Pro Compensation 📅 2023
- Workday Advanced Compensation Certification 📅 2024

TECHNICAL SKILLS

- **Compensation Configuration:** Compensation Grades, Grade Profiles, Compensation Packages, Compensation Plans
- **Compensation Processes:** Business Processes, Merit Plans, Bonus Plans, Review Cycles
- **Total Rewards Programs:** Market Adjustments, Equity Programs, Annual Planning, Compensation Governance
- **Workday Reporting:** Workday Reports, Calculated Fields, Dashboards, Compensation Analytics
- **Testing Methods:** Unit Testing, System Integration Testing, User Acceptance Testing, Regression Testing
- **Deployment Operations:** Tenant Deployments, Production Validation, Configuration Migration, Release Readiness
- **Workday HCM Areas:** HCM, Payroll, Talent, Benefits
- **Workday Partner Areas:** Recruiting, Security, Reporting, Integrations
- **Delivery Methods:** Discovery Workshops, Design Reviews, Functional Designs, Process Flows
- **Support Methods:** AMS, Incident Resolution, Service Requests, Root Cause Analysis
- **Documentation Tools:** Configuration Workbooks, Test Scripts, Knowledge Transfer, Administrator Guides
- **Stakeholder Practices:** Client Presentations, Requirements Mapping, Governance, Compliance

SKILLS

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|-------------------------|--------------------------|---------------------------|-----------------------------|
| • Core Compensation | • Compensation Analytics | • Integration testing | • Root cause analysis |
| • Advanced Compensation | • Requirements discovery | • User acceptance testing | • Release impact assessment |
| • Workday Reporting | • Functional design | • Regression testing | • Compensation governance |
| • Calculated Fields | • Unit testing | • Production validation | |

PROFESSIONAL AFFILIATIONS

- Workday compensation consulting community participant, sharing practical configuration and testing lessons.
- Total Rewards technology practitioner, connecting compensation governance with dependable system operations.

LANGUAGES

- English (Native)
- Spanish (Intermediate)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST