



Weston Mack

Workday Compensation Application Consultant

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STRENGTHS

- 🗨 **Client discovery**
Workshops turned scattered requirements into clear configuration decisions, and stakeholders gained confidence in the resulting design.
- 🔍 **Root cause analysis**
When a compensation process failed, tracing configuration and integrations uncovered a lasting fix instead of another workaround.
- ♥️ **Testing discipline**
Detailed scenarios carried changes from unit testing through production validation, giving reviewers useful evidence at each step.
- 👥 **Quiet leadership**
Behind each successful cycle sat steady coordination across teams, and peers often sought guidance on difficult dependencies.
- 📌 **Clear documentation**
Functional designs and knowledge transfer materials stayed useful after deployment, helping administrators solve routine questions independently.

SKILLS

Core Compensation
Advanced Compensation
Workday Reporting
Calculated Fields
Compensation Analytics
Requirements discovery
Functional design Unit testing
Integration testing
User acceptance testing

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

Northstar HR Technology 📅 January 2024 - Present 📍 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

Summit People Systems 📅 July 2021 - December 2023 📍 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.

Regression testing

Production validation

Root cause analysis

Release impact assessment

Compensation governance

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



● Senior Workday Compensation Consultant at Northstar HR Technology (2.8 Years)

● Workday Compensation Consultant at Summit People Systems (2.4 Years)

● Workday HCM Analyst, Compensation at HarborPoint Business Applications (1.7 Years)

● HRIS Analyst at Blue Ridge HR Services (1.9 Years)

Workday HCM Analyst, Compensation

HarborPoint Business Applications 📅 October 2019 - June 2021 📍 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

Blue Ridge HR Services 📅 October 2017 - September 2019 📍 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

Virginia Commonwealth University 🎓 GPA: 3.5 📅 2017 📍 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

PROFESSIONAL AFFILIATIONS

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

ADDITIONAL INFORMATION

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

REFERENCES

AVAILABLE ON REQUEST