

Nick Davidson

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Professional Summary

Technical implementation and program leader with 11+ years of experience delivering enterprise SaaS, analytics, automation, and AI-enabled solutions across complex client environments. Experienced leading 15–20 concurrent implementations involving data migration, workflow automation, reporting, integrations, and cross-functional coordination between business, product, engineering, and executive stakeholders.

Strong background in translating operational requirements into scalable technical solutions, driving customer adoption, and leading high-visibility enterprise programs from discovery through go-live. Combines hands-on data and systems expertise with client-facing implementation leadership.

Core Competencies

- Enterprise SaaS Implementations
- AI & Automation Enablement
- Technical Program Management
- Data Migration & Workflow Design
- Analytics & Reporting Solutions
- Cross-Functional Delivery Leadership
- Executive Stakeholder Communication
- Customer Adoption & Change Management
- SQL & Data-Driven Problem Solving
- UAT, Go-Live, & Operational Readiness

Professional Experience

Senior Strategic Consultant II (Implementation & Delivery Lead)

Bullhorn – Remote | Nov 2022 – Present

- Lead complex multi-product enterprise implementations spanning Analytics, Automation, Talent Platform, and AI-enabled solutions (Amplify) for staffing industry clients.
- Manage 15–20 concurrent client programs simultaneously, coordinating timelines, dependencies, risks, UAT cycles, and deployment readiness across multiple internal and client teams
- Serve as implementation lead for large-scale strategic accounts, partnering directly with executive stakeholders, operations leaders, recruiters, and technical teams
- Configured and deployed AI-powered recruitment workflows (Bullhorn Amplify), translating client operational requirements into automated candidate matching, sourcing pipelines, and recruiter-facing AI tooling — driving measurable reduction in manual task volume and accelerating adoption across enterprise staffing operations.
- Drive adoption of analytics and automation capabilities that replace manual spreadsheet-based processes and improve operational visibility
- Define implementation success criteria and reporting frameworks (MASC) to measure adoption, workflow efficiency, and business outcomes
- Coordinate cross-functional delivery efforts between Product, Engineering, Project Management, Solutions Architecture, and client leadership teams

- Lead executive-facing status discussions, risk management conversations, and implementation planning throughout project life-cycles
- Contribute to internal implementation standardization and enablement initiatives to improve delivery consistency and scalability
- Maintain CSAT scores above 9/10 across high-complexity client engagements

Lead Implementation Architect | Database Analyst | Technical Support

Vision Government Solutions – MA (Remote & Onsite) | Aug 2015 – Nov 2017

Rejoined Jan 2022 – Nov 2022

- Led municipal software implementations focused on assessment, valuation, and operational data management
- Managed large-scale Oracle-to-SQL Server data migrations involving transformation, validation, reconciliation, and deployment coordination
- Partnered with municipal stakeholders to map operational workflows into technical system configurations and reporting structures
- Automated recurring data update and reporting processes with Python, reducing manual effort by approximately 60% across active client environments
- Served as SQL and data migration subject matter expert supporting implementation and support teams
- Progressed from Tier 1 Technical Support into Database Analyst and implementation leadership responsibilities

Implementation Consultant

Tyler Technologies – Remote | Nov 2017 – Jan 2021

- Delivered enterprise workflow and forms implementations for municipal government clients across multiple operational departments
- Designed and configured SQL/XML-based workflow automation solutions aligned to client business processes and reporting requirements
- Partnered with client stakeholders to improve operational efficiency, reduce manual processing, and modernize internal workflows
- Implemented automation solutions that eliminated thousands of hours of recurring manual effort across client operations
- Supported implementation planning, solution configuration, testing, training, and go-live activities

Education

University of Illinois – Springfield | M.S. Data Analytics

University of Arizona | B.S. Physics, Minor in Mathematics

Technical Skills

- **Languages & Tools:** SQL, Python, Power BI, Excel
- **Databases:** Oracle, SQL Server, PostgreSQL, MySQL
- **Technical Areas:** Data Analysis, Reporting & Visualization, Workflow Automation, AI-Assisted Workflows