

Nick Davidson
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Enterprise AI Strategist | Technical Consulting & Solution Delivery
AI Opportunity Discovery | Business Process Transformation | Rapid Prototyping | Enterprise Deployment

Enterprise technology consultant and AI deployment leader with 10+ years of experience helping organizations translate complex business challenges into practical technology solutions. Specializes in identifying high-value AI and automation opportunities, evaluating operational workflows, and developing solutions that deliver measurable business outcomes. Currently leads enterprise AI, analytics, and automation implementations at Bullhorn, partnering with business stakeholders and technical teams to define use cases, design workflows, accelerate adoption, and improve operational efficiency.

Combines deep enterprise consulting experience with hands-on technical capabilities in AI orchestration, analytics, SQL, Python, and workflow automation. Brings a practical, business-first approach to emerging technologies, with a focus on solving real operational problems rather than implementing technology for its own sake.

Selected Impact

- One of three globally certified Bullhorn Analytics consultants worldwide—sole North America-based consultant in Professional Services
- Led enterprise delivery across AI, analytics, automation, and talent technology, including early multi-product AI-enabled implementations.
- Managed 15–20 concurrent enterprise implementations involving overlapping timelines, stakeholders, and technical dependencies
- Helped shape AI implementation practices around structured use-case discovery, workflow redesign, rapid prototyping, and measurable adoption outcomes.
- Maintained 9+ /10 customer satisfaction scores across high-complexity client engagements
- Reduced manual operational effort by ~60% through workflow automation initiatives
- Led executive-facing discovery and planning discussions involving AI adoption, success measures, risk mitigation, and delivery alignment

Core Competencies

AI Solutions & Enablement	Knowledge Systems	Strategy & Leadership
AI Use-Case Discovery	Analytics & Reporting	Executive Communication
AI Adoption & Enablement	Workflow Automation	Cross-Functional Leadership
Rapid Prototyping	Data Migration & Transformation	Discovery & Facilitation
Technology Adoption	SQL & Data Analysis	Stakeholder Management
Change Management & Training	AI-Assisted Workflows	Risk & Issue Management
Success Metrics & Value Realization	Business Process Design	Operating Process Design

Professional Experience

Senior Strategic Consultant II (Enterprise AI & Technical Consulting)

Bullhorn – Remote | Nov 2022 – Present

- Lead enterprise consulting engagements focused on AI, analytics, and workflow automation, helping organizations identify high-value opportunities, optimize business processes, and translate complex operational challenges into practical technical solutions.
- Partner with business executives, operational leaders, and technical stakeholders to understand existing workflows, uncover inefficiencies, challenge assumptions, and define AI-enabled solutions aligned with organizational objectives.
- Guide customers through AI opportunity discovery, solution design, implementation, and adoption, establishing clear success criteria, measurable KPIs, and practical strategies for realizing business value.
- Design and implement AI-powered recruiting workflows, including candidate matching, sourcing, and screening solutions, integrating AI capabilities into existing business processes while addressing data quality, technical constraints, and organizational readiness.
- Collaborate with Product, Engineering, and Solutions Architecture teams to evaluate technical feasibility, resolve implementation challenges, and develop scalable solutions that balance business requirements with platform capabilities.
- Identify recurring technical and operational limitations, develop practical workarounds, and partner with product leadership to influence platform enhancements that improve scalability and reduce future implementation effort.
- Lead executive-facing discovery, strategic planning, and stakeholder discussions, communicating solution recommendations, technical trade-offs, adoption strategies, risks, and implementation priorities.
- Manage a portfolio of 15–20 concurrent enterprise engagements, maintaining accountability for delivery outcomes, stakeholder alignment, technical dependencies, and customer satisfaction.
- Contribute to the evolution of AI implementation methodologies, emphasizing structured discovery, workflow redesign, iterative solution development, and measurable adoption rather than technology deployment alone.
- Maintain customer satisfaction scores above 9/10 across complex enterprise engagements while supporting customers through technical challenges, changing requirements, and organizational transformation.

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, n8n, Google Workspace
- **Databases:** Oracle, SQL Server, PostgreSQL, MySQL
- **Technical Areas:** AI-Assisted Workflows, Workflow Automation, Knowledge Systems, Data Analysis, Reporting & Visualization, Data Migration, Process Improvement