

Matthew McKelvy

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SUMMARY

Compensation and workforce strategy professional with five years building Cisco's pay infrastructure — job architecture, market reference ranges, and the analytical tooling behind hiring and pay decisions. Deep in the go-to-market org: how sales and technical teams are structured, leveled, and paid.

EXPERIENCE

Cisco Systems — Go-to-Market Organization

Compensation Analyst | Los Gatos, CA | Oct 2023 – July 2026

- Advised senior leaders across Cisco's global go-to-market organization — a ~25,000-person sales and marketing function — on compensation structure, workforce planning, and resource allocation.
- Identified mass attrition across APJC-region roles spanning GTM, operations, and engineering; traced it to market reference ranges that had drifted below peer benchmarks.
- Led an AI-assisted job architecture refresh: scraped and structured hundreds of role cards into new job families, family groups, and titles; secured sign-off from compensation leads across every Cisco business unit ahead of Workday implementation.
- Built a modeling tool for out-of-range hiring exceptions, integrating external market data, internal range positioning by percentile, and headcount by management level — designed and shipped the interface myself using AI tooling.
- Developed a Tableau dashboard mapping acquired Splunk roles against Cisco's internal structure, giving leaders a single interface for post-acquisition compensation decisions.

Cisco Systems — UK & Ireland Country Consulting Team

People & Communities Representative | Boston, MA | Feb 2023 – Oct 2023

- Led market benchmarking of Cisco's UK compensation against peer-company data, assessing competitive positioning by role and delivering recommendations to regional leadership.
- Conducted organizational and workforce analyses supporting UK & Ireland strategic planning.

Cisco Systems — Workforce & Organizational Strategy Organization

People & Communities Representative | Boston, MA | Aug 2021 – Feb 2023

- Drove execution of a global workforce strategy program spanning Cisco's Sales and Finance organizations: coordinated functional owners, built leadership reporting, and shaped org design recommendations across both functions.
- Consulted senior leaders across Cisco on workforce structure, building attrition, time-in-grade, and grade-distribution analyses in Workday Adaptive Planning and presenting findings to leadership company-wide.
- Built the business case behind Cisco's FY2022 org design playbook.
- Chief of Staff for FLEX, Cisco's HR rotational program.

SKILLS

Job Architecture & Leveling • Market Reference Ranges & Benchmarking • Compensation Modeling • Workforce Planning • M&A Compensation Integration • Excel (advanced) • Tableau • Workday • AI-Assisted Analysis & Tool Building • Executive Communication

EDUCATION

Georgetown University — M.S., Technology Management (coursework completed toward degree)

Boston University — B.S., Communication