

# JUSTIN BACKMAN

Supply Chain & Operations Leader | Building Supply Chains of the Future

backmanjustin@outlook.com  
linkedin.com/in/backmanjustin  
justin-backman.com

3

Products Launched

7

Roles Hand-Selected

20+

Leaders Promoted, Career-Wide

5

Dashboards in NA Ops

## Builder. Operator. Optimizer.

Supply chain operator turned network architect with a rare blend of ground-level operational instinct and technical fluency—where most operators lack tech depth and most tech teams lack operational context, I fuse both to build solutions that work immediately and scale permanently. Seven years, eight Amazon roles, every one hand-selected. **First, I launched a building. Then I launched a program that saved \$70M+ annually. Now I'm launching inventory strategy for entirely new distribution networks.**

## ◆ EXPERIENCE

### Sr. Supply Chain Manager

Dec 2024 — Present

Amazon | *1DC Distribution Network (Sep 2025–Present) · Multi-Channel Distribution / AWD (Dec 2024–Sep 2025)*

**1DC** — Overseeing inventory slotting across Amazon's new 12-building distribution network — the first Amazon network to implement this optimization at scale.

- Pioneering placement strategies maximizing SKU capacity and achieving the fastest stow/pick cycle times in any Amazon network — strategically spreading high-demand SKUs to prevent aisle congestion while minimizing travel to outbound docks.
- **Building a BI dashboard suite (\$5M+ projected annual savings)** on AWS (QuickSight, Redshift, Athena, S3) delivering real-time slotting insights to operations, supply chain, and tech teams.
- **Developing Proof-of-Concept tools in Excel/VBA** to accelerate slotting execution and reduce manual errors, then partnering with tech teams to productionize them into automated slotting software—shaping tool requirements and roadmap in a product management capacity.

*Previously in this role — MCD: Helped launch Amazon's Multi-Channel Distribution service and shaped its multi-year product roadmap.*

- Launched MCD from minimal capabilities into a distribution service supporting major big-box retailers and marketplaces.
- Drafted BRDs unifying business and operational requirements for tech teams; built cost models for strategic decision-making; aligned software delivery with tech OP Plans.

### Program Manager III — Founding Senior Leader

Feb 2021 — Dec 2024

Amazon | *IXD Central Flow — Network handling ~95% of Amazon NA inventory*

- **Co-founded IXD Central Flow:** drafted mission/vision, hired founding leadership, identified network gaps across 25 IXD sites, created all standard work, and piloted the concept in Summer 2021.
- **Scaled from 2 sites / 8 analysts to 25 sites / 100+ analysts and 8 managers.** Built the Excel/VBA tools and BI dashboards powering shift planning, real-time execution monitoring, and corrective action.
- **Delivered \$70M+ in annual savings** through improved execution. Team model adopted by other Amazon networks.
- **Developed and promoted 8 leaders:** 6 Flow Leads → AM (2 now Ops Managers), 2 AMs → PM III.

### Operations Manager

Dec 2019 — Feb 2021

Amazon | *IXD Inbound Ops (Dec 2019–Jul 2020) · Change, Learning & Quality (Jul 2020–Feb 2021, COVID-19)*

- **Broke the network freight record twice, exceeding max mechanical throughput by 72%** through efficient planning, staffing, and team motivation. Led 500+ associates across 4 Area Managers and 8 Process Assistants as the senior-most shift leader.
- **Improved building quality ranking from 5th to 2nd in the network** through deep-dive analysis, process improvements, and targeted associate and leadership coaching.
- **Designed an outbound wheel sorter** that increased fluid-load trailer positions by 19, boosting trailer utilization by up to 30% over palletized loads.
- **Stood up an in-building COVID-19 testing site** providing free testing for associates and managing the contracted nurse operating the station.
- **Promoted 3 Area Managers and 6 Process Assistants** through mentorship, interview preparation, and ongoing career development.

### Area Manager II / Area Manager I

Jun 2018 — Dec 2019

Amazon | *IXD — Inbound Dock · Quality · Decant Operations (College Hire)*

- **Broke the network carton record 3 times** (out of 10 buildings) through efficient planning, staffing, and team motivation.
- **Quality: last → 1st in the network** (out of 8 sites) in only 3 months through deep-dives, process improvements, and associate coaching.
- **Designed the Decant process for the entire IXD network** at the first building to launch it — rolled out to all subsequent IXD facilities.
- **Created Seasonal AM Development program** — graduates now L7 senior leaders running warehouses across Amazon.
- **Reduced attrition 80%+ at another site in under a month** — hand-selected by Amazon to diagnose the problem based on outstanding leadership reviews.

### Policy Research Intern — Missouri Corn Growers Association

Summer 2017

- **Built a financial model (now used by the U.S. Grains Council)** quantifying foreign trade impact on American corn farmers by state. Advocated for agricultural exports and ethanol policy with members of Congress on Capitol Hill.

## ◆ EDUCATION

### B.S. Agribusiness Management

University of Missouri — Agricultural Economics | 2012–2017

### Japanese Language & Business (Exchange)

Nagasaki Univ. of Foreign Studies — JASSO Scholarship | 2014–2015

## ◆ TOOLS & TECHNOLOGY

### AWS & Data

QuickSight ●●●●●

Redshift ●●●●●

Athena / S3 / Lambda ●●●●○

Bedrock / AI Personals ●●●●○

### BI, Dev & Automation

SQL / Excel / VBA ●●●●●

Data Pipelines / Automation ●●●●●

Tableau / Power BI ●●●●○