

Justin Hall

BUSINESS TRANSFORMATION LEAD — MANUFACTURING & AUTOMATION

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SUMMARY

Fifteen-plus years in manufacturing, maintenance, and operations — project management, wage supervision, systems integration, and manufacturing engineering. Proven track record driving culture change, developing talent, and delivering results on the largest capital projects a foundry takes on. Now leading long-range strategy for a 10-year "foundry of the future" plan, with a growing focus on AI, robotics, and automation.

EXPERIENCE

Business Transformation Lead, John Deere

Jun 2026 – Present

- Designing the Waterloo Foundry's 10-year "foundry of the future" plan — long-range strategy for technology, workforce, and capital investment.

Business Unit Manager — Melting & Pouring, John Deere

Sep 2021 – Jun 2026

- Responsible for foundry melting and pouring operations; team of 50+ wage employees and 9 salaried, managing the melt budget.
- Led the Autopour project — the foundry's largest capital project in 15 years: automated molten-iron delivery and pouring (partners: ProserviceTech, Induga, Auto Younger). Cold-shut defects fell from ~3.5% to <0.3% (90%+ reduction); throughput rose from 34 to 45 castings/hour; new-operator training dropped from 6 months to 1 day. Submitted for Deere's annual Innovation Award.
- Planned, installed, and commissioned a new pouring line and department.
- Drove safety culture change, executing 10+ risk assessments across the melt department; achieved and sustained record-low delay numbers on departments 830 & 836.

Supervisor, Factory Automation & Maintenance Engineering, John Deere

Jul 2019 – Sep 2021

- Led an 11-engineer team across foundry maintenance engineering and factory automation; set strategic direction and built a job-swap program with DTO to develop engineers.

Supervisor, Melt Operations, John Deere

Feb 2018 – Jul 2019

- Owned safety, quality, delivery, efficiency, and engagement for department 830; managed 10 wage employees; project-managed the capital install of 4 new Fanuc robots.

Factory Automation Engineer, John Deere

Oct 2013 – Feb 2018

- Led capital and AFE/AFD projects on the 804 & 871 lines; implemented the foundry's current report-manager website; PLC programming, SQL/database, VB, and MES systems work.

Manufacturing Engineer, John Deere (TCAO)

Jan 2013 – Oct 2013

- Owned OMS creation/upkeep and cab-line AGV routing; supported process changes for new model-year tractors.

Electrician/Mechanic, Target Distribution Center

Sep 2011 – Oct 2013

- Safety lead/trainer for facility engineering; preventive maintenance on cranes, conveyors, and fork trucks; named Employee of the Quarter twice.

EDUCATION

MBA & M.S. Business Analytics

University of Iowa — in progress, expected 2027

B.S. Electrical Engineering Technology

University of Northern Iowa

COMMUNITY & AFFILIATIONS

YOUTH SOCCER COACH

WYHA HOCKEY COACH

IEEE

AFS

ASEE

STEM VOLUNTEER