



INSPIRING WORK SERIOUS PLAY

A HAPPIER
YOU'S
BREWING



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POSITION: PACKAGING LINE MANAGER

DEPARTMENT: PRODUCTION

LOCATION: PAKSE BREWERY PLANT

KEY RESPONSIBILITIES

- Leadership role model in the department and across site
- Ensuring compliance to HSE, food safety and hygiene and standards within the department.
- Implementing Group and Country HR Policies and Processes within the department.
- Development of direct reports and their teams – ensuring competencies and skills are aligned with business and company needs/vision.
- Ensuring people performance management processes are followed –regular individual performance appraisals are carried, and people performance managed effectively and according to HR standards.
- Ensuring department PMS, standard meetings, reporting systems and processes are effective and follow group standards.
- Ensuring packaging standards are developed and complied with through promoting standard work processes and through process confirmation and training.
- Ensuring Excellence problem solving methodologies are used to resolve day to day performance gaps and issues.
- Actively contributing to the development of site strategy as part of the site senior management team.
- Provide detailed packaging input into site Long Term Development Plan (LDP) process
- Setting and managing department financial budget (OPEX and CAPEX)
- Setting and managing department KPI
- Supporting and potentially leading improvement projects (Operational Savings)
- Ensuring the sharing of best practices within the site and with group counterparts.
- Driving Carlsberg excellence development, the area of responsibility
- Ensure packaging KPIs are implicitly understood and managed efficiently at an appropriate level (Eg: OEE, B&D, LEF, CO, loss, Pack Quality KPIs)
- Ensures compliance to Group COM Packaging standards.
- Actively supporting Group packaging initiatives. eg VIPEX, NPD initiatives and Capital Projects
- Drives improvement in performance using Carlsberg Excellence activities like GEMBA Kaizen, SMED, 5S etc.

QUALIFICATION REQUIRED

- Bachelor's degree in engineering or technical equivalent. Managerial experience within a high-speed packaging environment.
- At least five years' experience within a production environment with 3 years at management level.
- Proven experience in developing people and plant, managing budgets, and delivering performance improvements through Carlsberg Excellence.

- Good in English in both written and spoken
- Proactively aligns self and team towards the agreed priorities.
- Detects and encourages talent and coaches towards company targets.
- Take account details and big picture when solving problems.
- Sets clear and stretch objectives and rigorously tracks their delivery.
- Plans affectively, sets priorities, and puts ideas into practice.
- Seizes opportunities, embraces, and drives change.

HOW TO APPLY

Submit your updated CV and cover letter (in English) to recruitment@beerlao.la before the application deadline on **23th June 2025** Tel: 020 56556272. For more detail, please contact our recruitment team: Mobile 020 56556272 (call only) working day (Mon - Fri 8:00 - 5:00). We read applications continuously, and vacancy may be filled sooner than the deadline, so we encourage you to apply as early as possible.

Brewing for a better today and tomorrow

For us success has always been in the diverse mix of our people, our beers, and our brands. At Lao Brewery, we want to recruit and develop people with a global mindset, cultural understanding, and international experience to ensure that our organization stays agile, inclusive, and prepared for future growth. Only by acknowledging and harvesting from different perspectives and experiences, will we gain competitive advantage and leverage the effect of diversity for business growth. LBC aims to create equal access to opportunity regardless of social identity, and we encourage everyone to apply regardless of gender, nationality, race, religion, or any other characteristics protected by law.