



BUILDING NETWORKS BEING CHALLENGED

POSITION: B&P PROCESS ENGINEER
DEPARTMENT: PRODUCTION
LOCATION: VIENTIANE BREWERY PLANT

ROLE OVERVIEW

This role is critical for the organisations committed to Support Sail 22 strategy through Carlsberg Excellence Journey. It will extensively bring the full range of Focussed, Safety and Quality Improvement methods and tools to attack losses and support building high performance organisation

WHAT YOU'LL BE DOING

Operational Excellence & Continuous Improvement

- Lead the implementation of Carlsberg Excellence Journey initiatives across production lines
- Identify, analyse, and eliminate process losses using structured problem-solving tools
- Develop and manage Loss Management processes, ensuring sustainable improvements
- Drive focused improvement initiatives to enhance efficiency, quality, and safety
- Act as a change agent by identifying and scaling best practices across sites
- Lead Vertical Start-Up (VSU) activities for new technologies and initiatives

Safety, Quality & Compliance

- Ensure adherence to food safety, hygiene, and personal safety standards
- Collaborate with HSE and Quality teams to deliver training and reinforce standards
- Support the development and maintenance of SOPs, SMPs, and other operational standards
- Promote a strong culture of safety and quality across all levels

Training & Capability Building

- Coach and train line teams on problem-solving, root cause analysis, and improvement tools
- Build team capability to independently manage loss elimination processes
- Foster a “Learn – Do – Teach” culture within the organisation
- Support change management by effectively communicating initiatives

Process Management & Optimization

- Monitor and analyse KPIs to identify improvement opportunities
- Define and maintain optimal process parameters for efficiency and product quality
- Lead trials and testing for new materials, packaging, and finished products
- Support equipment upgrades, modernisation, and new installations
- Collaborate with maintenance teams to resolve equipment issues
- Optimise changeovers and production planning to minimise losses



Performance Management

- Support the delivery of Carlsberg Excellence targets aligned with site KPIs
- Track and report performance metrics accurately and consistently
- Drive corrective actions and validate business impact of improvements

People & Stakeholder Management

- Build awareness and understanding of Carlsberg Excellence across teams
- Collaborate cross-functionally to drive accountability and results
- Develop team capabilities and recognise strong performance
- Communicate effectively to ensure alignment and smooth implementation of changes

WHAT WE'RE LOOKING FOR

- Bachelor's degree in Engineering (Mechanical, Chemical, Electrical, or Food Technology)
- 1–3 years of experience in a production/manufacturing environment preferred
- Knowledge of statistics and process control tools
- Experience with Lean / Continuous Improvement and TPM methodologies
- Understanding of mechanics (tolerances, welding, technical drawings, strength of materials)
- Basic knowledge of hydraulics and pneumatics systems and circuit diagrams
- Familiarity with instrumentation, measurement, and process control standards
- Understanding of electrical systems, automation, and machinery safety standards
- Fluent in local language; English proficiency preferred
- Strong sense of ownership and accountability
- Good planning, prioritization, and execution skills
- Ability to make decisions effectively and work with speed and quality

OUR GROWTH CULTURE

Semper Ardens

- Always burning, striving for more
- Sets clear and stretch objectives and rigorously tracks delivery
- Seizes opportunities, embraces and drives change

Positive energy and compassion

- Proactively aligns self and team towards agreed priorities
- Actively promotes 'one-team' spirit and collaboration across functions

Consumer Passion

- Anticipates and acts on the needs of consumer/customer/society
- Always have the consumers interest at the heart of all decisions.

Decide fast and deliver with excellence

- Takes and executes decisions with quality and speed
- Plans effectively, sets priorities and puts ideas into practice
- Takes into account details and big picture when solving problems

Empower, support and grow our people

- Involves and inspires others and gives people responsibility
- Listens actively and wins others over to win-win solutions
- Detects and encourages talent and coaches towards company targets

HOW TO APPLY

Submit your updated CV and cover letter (in English) to recruitment@beerlao.la before the application deadline on **06th May 2026** Tel: 020 56556272. For more detail, please contact our recruitment team: Mobile 020 56556272; 020 57895255

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, we will 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.

