



GROWTH CULTURE INSPIRING WORK SERIOUS PLAY

POSITION: **TRANSPORTATION AND DISTRIBUTION MANAGER**

DEPARTMENT: **LOGISTICS AND PLANNING**

LOCATION: **VIENTIANE PLANT**

ROLE OVERVIEW

The Role will report direct to the National Logistics and Planning Director. An incumbent will manage the end-to-end movement of finished goods and returnable across the internal warehouse locations and from own warehouse locations to customer through own truck distribution or 3PL transport company. This role balances service level, cost of finished goods and returnable while ensuring compliance with transportation safety and regulatory requirements.

WHAT YOU'LL BE DOING

- Manages the movement of finished goods from brewery to RDC/NDC and inter warehouse transfers. Aligns with warehouse and planning to optimize load consolidation, timing, and mode selection based on production schedules and demand forecasts.
- Oversees delivery to customer warehouses and outlets according to route to market channels. Coordinates with sales and customer service to meet delivery windows, resolve exceptions, and maintain high OTIF performance.
- Develops efficient routes and schedules balancing own vehicle utilization, lead time, and cost. Aligns capacity with demand forecasts and order patterns in collaboration with sales and planning.
- Monitors collection efficiency of returnable assets (pallets, crates, kegs) to improve round trip full truck load opportunities. Works with planning and sales to maintain asset availability and reduce replacement costs.
- Controls overall transport and distribution costs; secures OTIF within budget. Utilizes strong analytical skills to collaborate with procurement in developing should cost models (based on fuel, labor, vehicle type, distance, market rates) to support rate negotiations, benchmarking, and annual budgeting.
- Manages performance of external transport providers (3PLs, carriers) against agreed KPIs (OTIF, transit time, damage rates, safety). Conducts regular service reviews, drives corrective actions, and ensures alignment with contractual SLAs.
- Drives continuous improvement through initiatives such as load factor optimization, cost to serve reduction, route planning enhancements, mode optimization (e.g., rail vs. road), and backhauling opportunities.
- Ensures all transport activities comply with traffic laws, safety policies, and documentation requirements. Partners with HS and legal to maintain compliance, conduct audits, and promote a zero-incident culture.
- Leverages TMS and analytics tools to monitor KPIs (cost per km, cost per unit, OTIF, asset utilization). Provides actionable insights to management and procurement for strategic decision making and continuous improvement.
- Works closely with warehouse, planning, sales, customer service, and procurement to align mid to long-term transport capacity with operational needs, resolve bottlenecks, and support business growth.



WHAT WE'RE LOOKING FOR

- Bachelor's degree in supply chain, logistics, business administration or related field.
- At least 7 years' experience in transport and distribution management, preferably in FMCG.
- Knowledge of customs, cross border logistics (if applicable) and safety regulations.
- Deep knowledge of transport management systems (TMS), route optimization, freight cost modeling, and asset tracking.
- Ability to design and optimize distribution networks and transport modes.
- Good cross-functional communication skill by aligning planning, warehousing, sales, and customers to deliver OTIF.
- Strong data analysis skills for cost per unit, OTIF trends, and route efficiency.
- Ability to resolve operational bottlenecks and implement root cause corrective actions following the excellence approach and standard methodology.
- Experience in contract management and collaboration with 3PL providers.
- Customer-centric: Strong focus on meeting customer expectations and resolving service issues.
- Demonstrated commitment to EHS policies and building a zero-incident culture.
- Good communication in English (verbal, written and speaking)

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 12 Jul 2026. For more detail, please contact our recruitment team: Tel: 020 56556272.

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.

