



# BUILDING NETWORKS BEING CHALLENGED

**POSITION: SHIFT LEADER - PACKAGING**  
**DEPARTMENT: PRODUCTION**  
**LOCATION: VIENTIANE PLANT**

## ROLE OVERVIEW

Oversees daily operations on their shift, ensuring production schedules, quality standards, and material usage are met while supporting continuous improvement initiatives like Carlsberg Excellence. Monitors process performance using tools such as statistical process control, make real-time adjustments, and ensure smooth handovers between shifts. In addition, lead and develop operators, manage resources and discipline, supervise contractors.

## WHAT YOU'LL BE DOING

- Support Carlsberg Excellence implementation at the line on a shift basis
- Schedules production on short term basis
- Carries out quality analysis and able to release product between areas and end product
- Materials management
- Operating part of the time - (breaks, replacements, emergencies)
- Has understanding and interpretation of Statistical Process Control Charts for Quality, able to monitor and make process change recommendations based on results
- Leads PMS meeting, shift handover
- Participates in bi-annual appraisal for the team and development plan
- Can replace Line leader in their absence and takes the responsibility during late and night shift
- Resource management, Discipline, Training and Developing peers - Operators
- Actively works to improve utilities consumptions
- Supervise external contractors

## WHAT WE'RE LOOKING FOR

- Bachelor's in mechanical, electrical Engineering or related fields
- Minimum 3 years experience in manufacturing industry



- Understands production KPIs, materials management, and basic contractor supervision
- Good understanding of packaging line operations and short-term scheduling
- Strong leadership skill, able to lead shifts and supervisor operators
- Proactive and adaptable to operational changes
- Excellent communication skills and English command
- Able to manage multiple projects simultaneously under tight deadlines

## 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](mailto:recruitment@beerlao.la) before the application deadline on **08 May 2026**

For more detail, please contact our recruitment team: Mobile 020 56556272

## CARLSBERG GROUP: 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 Carlsberg, 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. Carlsberg 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.

