



GROWTH CULTURE
LOCAL AMBITION GLOBAL REACH

POSITION: LOGISTIC WAREHOUSE MANAGER

DEPARTMENT: LOGISTIC AND PLANING

LOCATION: VIENTIANE BREWERY PLANT

ROLE OVERVIEW

This role will be report directly to the National Logistic and Planning Director. This role will lead and manage all warehouse operations within the logistics function, ensuring safe, efficient, and cost-effective storage, handling, and distribution of goods. An incumbent is responsible for achieving high service levels, maintaining inventory accuracy, optimizing warehouse space and resources, and implementing best practices in warehouse management. This position also coordinates closely with transport, distribution, import/export, and POS logistics functions (if applicable) to ensure seamless end-to-end supply chain operations. You are expected to drive continuous improvement, mentor and develop warehouse staff, and contribute to both short- and long-term operational excellence.

WHAT YOU’LL BE DOING

Functional management of all types of market logistics operations, including but not limited as below:

- Act as line manager to logistics/warehouse staff, responsible for recruitment, development, training, and performance reviews.
- Lead and develop self-managed, multi-skilled teams to achieve operational excellence and foster a winning culture.
- Collaborate cross-functionally with other departments and group functions to demonstrate “one team winning” and ensure best results.
- Identify and implement continuous improvement opportunities, best practices, and Lean principles.
- Ensure operations are fit for the future, with performance management and adherence to KPIs, SLAs, and Customer Service Management (CSM).
- Participate in contract management and tenders for 3PL/logistics providers (if applicable).
- Ensure compliance with Group Health & Safety (H&S), CSR standards, and quality requirements.
- Actively contribute to Warehouse/Distribution Center of Excellence initiatives when required.
- Ensure on-time, in-full service to customers/consumers at agreed service levels.
- Lead stock management and auditing functions across all storage areas.
- Secure sufficient resources to meet forecasted and actual demands.
- Represent logistics/warehouse function in cross-functional projects, including NPD, route-to-market, peak season planning, and long-term development.
- Plan, monitor, and control financial performance of warehouse, transport, and distribution functions according to strategy and budget.
- Prepare annual resource plans (staff, equipment), budgets/estimates, and conduct regular reviews to control spending.



WHAT WE'RE LOOKING FOR

- Bachelor's degree in supply chain management, logistics, Business Administration, or related field.
- Minimum 7 years of experience within supply chain environment with 5 years as a people manager. Proven experience in managing change and budget control in a result driven FMCG environment.
- Material handling equipment, storage and automated process knowledge.
- Strong leadership and people development skills and transport market knowledge and sourcing
- Customer service excellence, service model and collaboration
- Strong track record in managing complex, cross functional projects (WMS, TMS, automation, network optimization) in project management.
- Knowledge of logistics systems, Lean/Six Sigma methodologies, and change management principles.
- Strong end-to-end logistics process knowledge including warehouse operation, transportation management, returnable packaging management.
- Ability to drive and manage change, continuous improvement, and process optimization.
- Commitment to health, safety, and ethical standards.
- Good in English and Lao in written and spoken.

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 **26th April 2026** Tel: 020 56556272. For more detail, please contact our recruitment team: Mobile 020 56556272 (call only) working day (Mon - Fri 8:00 - 5:00)

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.

