

# BUILDING NETWORKS BEING CHALLENGED



**POSITION: PACKAGING LINE LEADER**  
**DEPARTMENT: PRODUCTION**  
**LOCATION: PEPSI PLANT**

## ROLE OVERVIEW

Ensures the packaging line operates safely in compliance with all legal and group standards. Manages all processes and personnel from beverage receipt through to the final finished pallets. Delivers agreed production plans while meeting strict quality, cost, and service criteria. Oversees team development and takes full ownership of the line's budget and performance. Drives continuous improvement and closes KPI gaps using Carlsberg Excellence methodologies.

## WHAT YOU'LL BE DOING

### People Management

- Serves as a leadership role model, promoting teamwork, discipline, and positive recognition across teams.
- Directly manages recruitment, resource allocation (including 3rd-party labor), and labor relations in compliance with union and site agreements.
- Drives team growth by managing performance reviews, training plans, and skills matrices.
- Enforces strict adherence to health, safety, food safety, and hygiene standards while mitigating operational risks through effective communication.

### Process Management

- Conducts daily Gemba walks and process confirmations to ensure full compliance with packaging standards (SOPs, CILs).
- Supports Root Cause Analysis (RCA) creation and governance to eliminate recurring issues.
- Establishes and drives the area escalation process and manages the local Performance Management System (PMS) to align with group standards.

### Performance & Functional Management

- Manages the area OPEX budget and directly drives performance targets (OEE, quality, and loss reduction).
- Leads operational savings projects and supports Carlsberg Excellence development.
- Coordinates daily/weekly packaging and maintenance plans, schedules service windows, and leads investigations into safety or quality non-compliances.



## WHAT WE'RE LOOKING FOR

- Bachelor's degree in Engineering or technical equivalent
- Managerial experience within a high speed packaging environment
- 3-5 years' experience within a production environment with 2 years at manager or team leader level.
- Proven experience in managing people and plant delivering performance improvements through Carlsberg Excellence ways of working
- Strong leadership skill, able to lead the team
- Proactive and adaptable to operational changes
- Good communication skills and English command

## 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 **07 JULY 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.



