



GROWTH CULTURE
LOCAL AMBITION GLOBAL REACH

POSITION: OPERATIONAL TECHNOLOGY SPECIALIST

DEPARTMENT: PRODUCTION

LOCATION: PAKSE PLANT, SOUTHERN OF LAOS

ROLE OVERVIEW

This role will report directly to the Maintenance Manager. Working from the field device to control panel, ensuring performance, reliability, and compliance of brewery automation systems in alignment with Carlsberg Group standards for automation, cybersecurity, and networking. To drive improvement in the brewery’s overall reliability by proactively maintaining, troubleshooting, and calibrating instrumentation and control equipment.

WHAT YOU’LL BE DOING

- Maintain clear and effective communication with internal and external stakeholders, ensuring alignment on project goals and expectations.
- Performs Gemba walks and Process Confirmation on daily basis.
- Supports process of RCA & BDA creation and governance.
- Responsible for ensuring OT standards related to the area are complied with COM through SOP and other standards development.
- Responsible for upholding the H&S requirements & local rules of the site (Live Saving Rules & PPE Requirements).
- Adheres to area financial budget/targets (as agreed with the department manager).
- Supports Carlsberg excellence development in the area of responsibility.
- Responsible for the OT managed areas & upholding standards.
- Supports area improvement projects.
- Responsible for supporting the site KPI targets.
- Asset & Risk Management
 - Understands the site’s asset register (CMDB) and the process to keep it updated for their area.
 - Supports the OT team in managing asset data and risk mitigation.
- Operations Management
 - Capable of fault-finding and troubleshooting control instrumentation in their designated area (e.g., brewing, packaging, utilities).
 - Understands control systems relevant to their area and supports documentation efforts.
- Backup & Recovery



- Performs backups and restores for OT instrumentation and control systems.
- Adheres to backup schedules and manages backup files for their area.
- Understands the Business Impact Analysis (BIA) and Disaster Recovery Plan (DRP).
- Security Management
 - Maintains site cybersecurity standards and procedures.
 - Understands internal and external threats and interacts safely with obsolete systems.
- Access Management
 - Understands and adheres to access control procedures for local and remote connections.
 - Manages access documentation and supports training efforts.
- Network Management
 - Understands network protocols and fieldbus systems in their area.
 - Differentiates between IT and OT networks and works within brewery configurations.
- Change Management
 - Implements changes following site procedures and mitigates risks during modifications.
 - Supports audits and training related to change control.
- Documentation
 - Understands and uses technical documentation (e.g., electrical diagrams, P&IDs, FDS).
 - Creates and modifies documentation and manages service level agreements (SLAs).
- Roles & Responsibilities
 - Understands their role and responsibilities within the OT team and site hierarchy.
 - Capable of owning an area and supporting others in understanding role expectations.
- Physical Infrastructure
 - Manages OT infrastructure components (e.g., electrical, instrumentation, network devices).
 - Ensures environmental compliance and supports infrastructure maintenance.
- Strategy & COM Awareness
 - Familiar with the Carlsberg Operating Model (COM) and brewery strategy.
 - Communicates effectively within the OT team and contributes to strategic alignment.

WHAT WE'RE LOOKING FOR

- At least bachelor's degree in engineering (Mechanical and/or Automation and/or Electrical. Managerial experience within food production and packaging environment:
- 5 years' experience within a production environment with 3 years at management level.
- Proven experience in developing people and plant, managing budgets and delivering performance improvements through Carlsberg Excellence methodology.
- Good in English and local language (preferable)
- Proactively aligns self and team towards the agreed priorities
- Actively promotes "one-team" spirit and collaboration across functions.

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 **19th 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.



DIVERSE REPRESENTATION



EQUAL OPPORTUNITIES



INCLUSIVE CULTURE



BUSINESS PRIORITY

