



**GROWTH CULTURE**  
**LOCAL AMBITION GLOBAL REACH**

**POSITION: MAINTENANCE MANAGER**

**DEPARTMENT: PRODUCTION**

**LOCATION: PAKSE PLANT, SOUTHERN OF LAOS**

## ROLE OVERVIEW

This role will report directly to the Maintenance and Utilities Manager and also doc line report to the Pakse Plant Director. An incumbent will ensure that the Maintenance department operates safely and in accordance with legal and group standards. The role will be responsible for the short- and long-term development of people and plant within the department. Drive performance gaps closure and continues improvement of maintenance (mechanical, automation and electrical) through effective use of Carlsberg Excellence Methodologies. Ensure that all Carlsberg Standards methods, tools and processes are implemented in accordance with regional and global agreement as well as budget OPEX allocation & control.

## WHAT YOU'LL BE DOING

- Leadership role model in the department and across site
- Responsible for ensuring compliance to EHS or ISO standards, i.e., LOTO policy, food safety and hygiene standards within the department.
- Responsible for the quality of maintenance work carried out by all direct employees.
- Ensure competencies and skills are aligned with business and company needs/vision.
- Responsible for ensuring people performance management processes are followed –regular individual performance appraisals are carried and people performance managed effectively and according to HR standards.
- Act as escalation point for local plants operational mechanical /automation / electrical maintenance specialists in complex technical support incidents.
- Responsible for ensuring department PMS, standard meetings, reporting systems and processes are effective and follow group standards.
- Responsible for ensuring Maintenance standards are developed and complied with.
- Responsible for ensuring Lean TPM problem solving methodologies are used to resolve day to day performance gaps and issues.
- Responsible for actively contributing to the development of site strategy as part of the site senior management team
- Involved in development of site Long Term Development Plan (LDP)process
- Supports Maintenance & Utilities Manager in preparing and implementing capital projects
- Ensures 3rd party services deliver on budget, time & quality
- Prioritises focus areas for brewery in maintenance area



- Controlling and managing maintenance area financial budget (OPEX)
- Prepares, gains approval for and manages annual maintenance budgets
- Reviews maintenance practices, successes & failures with the objective of constantly moving the improvement of cost and performance
- Cascading and managing department KPI
- Supporting and potentially leading improvement projects (Operational Savings)
- Support development of annual and periodical maintenance plans
- Ensure sufficient resource is allocated to key initiatives (internal or external)
- Ensure compliance to Group COM Maintenance standards
- Drives target compliance of autonomous/preventative maintenance through maintenance and operational teams.
- Ensure Maintenance KPIs are implicitly understood and managed efficiently at an appropriate level (Maintenance cost, B&D reliability (MTBF/MTTR), OEE, loss, pack quality, MC, NMC, PM pillar compliance KPIs)
- Actively supporting maintenance initiatives such as NPD, Energy saving, initiatives and capital projects.
- Driving Carlsberg Excellence development in the area of responsibility.

## 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](mailto:recruitment@beerlao.la) before the application deadline on **19<sup>th</sup> 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.

