



BUILDING NETWORKS

BEING CHALLENGED

**A BETTER
YOU IS
BREWING**

Brewing for a better today and tomorrow



POSITION: PACKAGING MANAGER – PAKSE

DEPARTMENT: PRODUCTION

LOCATION: PAKSE PLANT, SOUTH OF LAOS

KEY RESPONSIBILITIES

People Management

- Leadership role model in the department and across site
- Responsible for ensuring compliance to HSE, food safety and hygiene and stands within department.
- Responsible for implementing Group and Country HR Policies and Processes within the department.
- Responsible for managing within site union/workers council agreements.
- Responsible for the development of direct reports and their teams – ensuring competencies and skills are aligned with business and company needs/vision.
- Responsible for ensuring people resource and demand plans are aligned.
- 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.

Process Management

- Responsible for ensuring department PMS, standard meetings, reporting systems and processes are effective and follow group standards.
- Responsible for ensuring packaging standards are developed and complied with through promoting standard work processes and through process confirmation and training.
- Responsible for ensuring Excellence 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.
- Provide detailed packaging input into site Long Term Development Plan (LDP) process.

Performance Management

- Setting and managing department financial budget (OPEX and CAPEX)
- Setting and managing department KPI
- Supporting and potentially leading improvement projects (Operational Savings)
- Ensuring the sharing of best practices within the site and with group counterparts.
- Driving Carlsberg excellence development, the area of responsibility Functional Specific Management
- Ensure packaging KPIs are implicitly understood and managed efficiently at an appropriate level (Eg: OEE, B&D, LEF, CO, loss, Pack Quality KPIs)
- Ensures compliance to Group COM Packaging standards.
- Actively supporting Group packaging initiatives. eg VIPEX, NPD initiatives and Capital Projects
- Owner of the Autonomous Maintenance Pillar
- Drives improvement in performance using Carlsberg Excellence activities like GEMBA Kaizen, SMED, 5S etc.



- Sign off Weekly Packaging Plans
- Sign off Weekly Maintenance Plans

QUALIFICATION REQUIRED

- University degree in Engineering or technical equivalent. Managerial experience within a high-speed packaging environment.
- At least 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.
- Fluent in English both written as well as spoken.
- Proactively aligns self and team towards the agreed priorities.
- Actively promotes "one - team" spirit and collaboration across functions.
- Detects and encourages talent and coaches towards for company targets.
- Takes account details and big picture when solving problems.
- Sets clear and stretch objectives and rigorously tracks their delivery.
- Personally, ensures the team has capability to deliver.
- Plans affectively, sets priorities, and puts ideas into practice.
- Seizes opportunities, embraces, and drives change.
- Seeks, shares, and utilizes best practices.

HOW TO APPLY

Submit your updated CV and cover letter (PDF in English) to recruitment@beerlao.la before the application deadline on 27/07/2025. For more detail, please contact our recruitment team: 020 56556272 (Call only). Mon-Fri 8:00 – 17:00. We look forward to receiving your application.

WE BREW 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.

