



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

**POSITION: LOGISTIC DEVELOPMENT 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 logistics improvement projects, system implementations, and capability development initiatives that drive operational excellence, cost reduction, and digital transformation across the logistics function. An incumbent will act as the catalyst for change, ensuring that projects are delivered on time, within budget, and achieve measurable business benefits.

**WHAT YOU'LL BE DOING**

- Lead cross-functional projects such as LDP 2 FG warehouse expansion, WMS/TMS implementation, automation, network optimization, and system integration aligning with ISC strategy and ensures projects deliver targeted ROI.
- Champion continuous improvement using Lean, Six Sigma, or CarLEx methodologies. Works with operational teams to embed best practices and eliminate waste.
- Manage the selection, deployment, and adoption of logistics systems; ensure seamless integration with ERP/E2E planning system and other enterprise systems. Partners with IT, planning, and operations to ensure data integrity and user acceptance.
- Develop training programs, SOPs, and knowledge transfer initiatives to support the functional lead building digital and process competencies.
- Lead communication, stakeholder engagement, and change readiness activities. Ensures smooth transition with minimal disruption to operations.
- Track project milestones, budgets, and achieved benefits; report to steering committees. Provides visibility on transformation progress to ISC leadership.

**WHAT WE'RE LOOKING FOR**

- University degree in Supply Chain, Industrial Engineering, Business Administration, or related field.
- Minimum 7 years of experience in logistics project management or process improvement, FMCG preferred.
- PMP, Lean Six Sigma Black Belt, or similar certification is a strong advantage.
- Knowledge of WMS, TMS system preferred
- Basic knowledge of finance preferred
- 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.



- Strong key stakeholder management, with the ability to align diverse stakeholders (IT, operations, productions, planning, finance, vendors).
- Advanced capability in building business cases, tracking ROI, and data driven decision making.
- Excellent presentation, facilitation, and documentation skills.
- Frequent English, Laos is a plus.
- Good capability to transfer and train with teaching and skills gap-closing approaches
- Good capability to utilize analytical, organizational, and problem-solving skills to support sound decision-making

## 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 **26<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.

