

# INSPIRING WORK SERIOUS PLAY



**POSITION:** MAINTENANCE PLANNING MANAGER

**DEPARTMENT:** PRODUCTION

**LOCATION:** VIENTIANE BREWERY PLANT

## ROLE OVERVIEW

This role is responsible for defining and implementing effective maintenance plans that ensure the plant achieves its required performance, and for allocating resources efficiently so those plans are carried out as scheduled. It oversees the full work order process, from scoping, prioritizing and detailing each work order to issuing it, following up and closing it out, and it produces accurate maintenance reports through the Computerized Maintenance Management System (CMMS). The role also drives the implementation and long-term sustainability of the ISC Maintenance COM and Carlsberg Excellence Standards, working closely with regional ISC and Group maintenance teams to put these standards into practice. In addition, it manages the budget control process, reporting all Maintenance and Utilities expenses each month to ensure costs are allocated accurately.

## WHAT YOU'LL BE DOING

- Health, Safety, Food Safety & Compliance**
  - Ensure all maintenance work meets GMP, HACCP, food safety, environmental, and occupational health and safety requirements.
  - Promote safe work practices on the floor, including Lock Out Tag Out (LOTO), Permit to Work, Confined Space Entry, and Working at Height.
  - Take an active role in internal and external audits.
- Maintenance Planning & Scheduling**
  - Develop and manage short-term and long-term maintenance plans for brewing, packaging, utilities, and facility assets.
  - Create detailed weekly and monthly maintenance schedules in alignment with production requirements.
  - Prioritize maintenance work orders based on safety, quality, production impact, and asset criticality.
  - Coordinate planned shutdowns, overhauls, and annual maintenance activities.
  - Ensure all maintenance activities are properly planned with required manpower, materials, permits, and tools.
  - Drives the implementation and sustainability of ISC Maintenance and Carlsberg Excellence Standards.
  - Engages with regional ISC and Group maintenance teams to implement ISC standards.
- Preventive & Predictive Maintenance Management**
  - Develop and continuously improve preventive maintenance (PM) programs.
  - Implement predictive maintenance techniques including: Vibration analysis, Thermography, Oil analysis, Ultrasonic inspections and Motor condition monitoring.
  - Review equipment history and failure data to optimize maintenance frequencies
  - Ensure PM compliance targets are achieved.
- CMMS Management**
  - Manage and optimize the Computerized Maintenance Management System (CMMS).
  - Ensure all assets are accurately registered and maintained within the CMMS database.
  - Monitor work order planning, backlog management, and maintenance performance metrics.
  - Ensure timely closure and accurate recording of maintenance activities.
  - Generate maintenance reports and KPIs for management review.



## 5. Preventive & Predictive Maintenance Management

- Develop and continuously improve preventive maintenance (PM) programs.
- Implement predictive maintenance techniques including: Vibration analysis, Thermography, Oil analysis, Ultrasonic inspections and Motor condition monitoring.
- Review equipment history and failure data to optimize maintenance frequencies
- Ensure PM compliance targets are achieved.

## 6. CMMS Management

- Manage and optimize the Computerized Maintenance Management System (CMMS).
- Ensure all assets are accurately registered and maintained within the CMMS database.
- Monitor work order planning, backlog management, and maintenance performance metrics.
- Ensure timely closure and accurate recording of maintenance activities.
- Generate maintenance reports and KPIs for management review.

## 7. Shutdown & Project Coordination

- Lead maintenance planning for major shutdowns and annual brewery overhauls.
- Develop shutdown schedules, manpower plans, and contractor requirements.
- Coordinate with production, quality, supply chain, and safety departments.
- Monitor shutdown progress and ensure on-time completion.

## 8. Continuous Improvement & Reliability Engineering

- Utilize Root Cause Analysis (RCA/BDA) tools to eliminate recurring failures.
- Support TPM (Total Productive Maintenance) initiatives.
- Lead reliability improvement projects.
- Develop maintenance strategies to improve MTBF and reduce MTTR.
- Identify opportunities for asset life extension.

## WHAT WE'RE LOOKING FOR

- Bachelor's or Master's degree in Engineering, Maintenance Management, Asset Management, or a related field.
- Minimum 8–10 years of maintenance experience in a manufacturing environment.
- Minimum 3–5 years of experience in maintenance planning, reliability, or maintenance management roles.
- Experience in beverage, brewing, food, FMCG, pharmaceutical, or other process industries.
- Proven experience in CMMS systems and maintenance planning processes.
- Experience coordinating shutdowns and major maintenance projects.
- Direct experience in a brewery environment, including brewing, packaging, and utility systems, is an advantage.
- Experience in TPM (Total Productive Maintenance) implementation.
- Experience in predictive maintenance programs.
- Experience managing maintenance budgets and contractor services.

## 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

Please submit your updated CV and cover letter (in English) to [recruitment@beerlao.la](mailto:recruitment@beerlao.la) before the application deadline of 20<sup>th</sup> October 2026. For more details, please contact our recruitment team at 020 56556272 or 020 57895255.

## BREWING FOR A BETTER TODAY AND TOMORROW

