

INSPIRING WORK
SERIOUS PLAY

POSITION: MANAGER – IP AND POLICY COMPLIANCE

DEPARTMENT: LEGAL AND GOVERNMENT AFFAIRS

LOCATION: VIENTIANE HEAD OFFICE

ROLE OVERVIEW

Join us in a critical governance and compliance leadership role where you will safeguard the organization's reputation, assets, and regulatory integrity. You will lead the end-to-end management of intellectual property, strengthen data privacy and protection practices, conduct third-party due diligence for trade sanctions and anti-money laundering compliance, and provide legal risk assessments to ensure adherence to evolving regulations. This role offers the opportunity to drive ethical business practices, mitigate organizational risk, and support sustainable growth in a dynamic business environment.

WHAT YOU'LL BE DOING

- Establish and maintain a centralized framework for tracking, monitoring and auditing corporate IP assets, including trademarks, patents, copyrights and trade secrets.
- Manage IP disputes, oppositions, infringement matters, cease-and-desist actions and domain-name enforcement in coordination with external counsel.
- Oversee IP filings, registrations and renewals, and draft and negotiate licensing, technology-transfer and assignment agreements.
- Maintain corporate data privacy policies, data-processing agreements and cross-border data-transfer protocols in accordance with applicable privacy laws.
- Oversee Data Protection Impact Assessments and collaborate with IT and Security teams to maintain effective data-breach response protocols.
- Monitor and communicate new or updated laws, decrees and resolutions to relevant stakeholders.
- Screen counterparties against applicable trade-sanctions and anti-money laundering requirements.
- Formalize processes, conduct gap analyses and implement improvements or digital solutions where necessary.
- Perform other duties assigned by the line manager.

WHAT WE'RE LOOKING FOR

- Bachelor's or master's degree in law, Intellectual Property or Business Law.
- At least 5 years of relevant legal experience covering IP management, commercial advisory, regulatory compliance and data management.
- Experience with IP portfolio tracking, data-protection oversight, sanctions/AML screening tools and contract drafting or negotiation.
- Strong legal analysis, drafting and negotiation skills.
- Ability to manage IP portfolios and coordinate enforcement matters.
- Working knowledge of data protection, sanctions and AML compliance.
- Strong interpersonal and cross-functional collaboration skills.

- High attention to detail, sound judgment and ability to work under pressure.
- Fluent written and spoken English.

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 **20th Nov 2026**. For more detail, please contact our recruitment team: Tel: 020 57895255.

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 oth er characteristics protected by law.



Lao Brewery

Carlsberg Group