



**POSITION: NATIONAL LOGISTICS AND PLANNING DIRECTOR**  
**DEPARTMENT: LOGISTICS AND PLANNING**  
**LOCATION: VIENTIANE BREWERY PLANT**

## KEY RESPONSIBILITIES

An incumbent is to manage the country logistics functions (Warehousing, transportation, distribution and planning) to achieve best in class customer service levels safely at optimal cost and asset utilization in short and long term, while contributing personality and through direct reports to best practice optimization. Import/Export order management and POS logistics if applicable.

- Line manager to the market logistics team. Responsible for people recruitment, development and training, and performance reviews with the direct employees
- To lead and develop self-managed, multi-skilled teams towards our vision of world class operations by creating a winning culture
- Responsible for cross-functional working with other departments and group functions to demonstrate "one team winning" and ensure best operational results.
- Identification and implementation of continuous improvement opportunities and best-practices and secure that the market logistics set-up is fit for the future.
- Performance management and Continuous improvement in directly managed operations. Contract management of indirectly managed operations. Participation and preparation of contracts, tendering and negotiations for 3 PL/Logistics providers in cooperation with procurement
- Active participant of warehouse/distribution Centre of Excellence, take the leadership if needed
- Implementation, adherence to, and execution of, Group Health & Safety and CSR standards, quality requirements, KPIs, SLAs, Lean principles and CSM
- On-time/ in full service to customers/consumers at agreed service levels
- Leadership of stock management and stock auditing function in all storage areas in country
- Responsible to secure sufficient resources available on market level to meet forecasted and actual demands
- Represent market logistic function in cross functional projects including NPD, end-to-end tendering, route-to-market, peak season preparation and long-term development plans.
- Responsible for warehouse, transport and distribution functions financial planning and execution on market level according to strategy and budget incl. annual resource planning (staff/equipment), budget/estimate preparation and spend control, regular budget/ monthly performance reviews

## QUALIFICATION REQUIRED

- At least bachelor's degree in supply chain management, logistics or related field.
- Minimum 8 years' experience within supply chain environment with 5 years as a people manager.
- Proven experience in managing change and budget control in a result driver FMCG environment.
- Excellent organizational and leadership abilities.
- Effective communication and interpersonal skills.
- Ability to work under pressure and meet deadlines.
- Transport market knowledge and sourcing.

## HOW TO APPLY

Submit your updated CV and cover letter (PDF in English) to [recruitment@beerlao.la](mailto:recruitment@beerlao.la) before the application deadline on **21 September 2025**. For more detail, please contact our recruitment team: 020 56556272 (Call only) Mon-Fri 8:00 – 17:00

**Noted:** Only shortlisted candidates will be contacted for interview

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.

