



GROWTH CULTURE INSPIRING WORK SERIOUS PLAY

POSITION: RISK, PROCESS AND CONTROL MANAGER

DEPARTMENT: FINANCE

LOCATION: VIENTIANE HEAD OFFICE

ROLE OVERVIEW

The Role will report direct to the Risk, Process and Control Director and collaboration to develop/review and implement effective risk management frameworks, policies, and procedures to mitigate potential risks to the company and its objectives, finances and reputation. An incumbent will be as part of the risk management process, develop strategies, revise processes and implement controls to strengthen internal controls. When strengthening the internal control environment, the aim is to reduce the number of retroactive controls and replace them with proactive controls.

WHAT YOU'LL BE DOING

Risk management and processing activities:

- Develop/review and implement effective risk management frameworks, policies, and procedures.
- Analyze and evaluate potential risks that could impact the organization's operations, reputation, or financial standing.
- Work with other departments to proactively manage and mitigate risks across the organization.
- Perform assessments to verify compliance with given standards and identify gaps and give recommendations for improvements.
- Conduct the investigation breaches of compliance or regulatory violations and recommend corrective actions.
- Prepare and present financial compliance and risk reports to line manager & relevant departments.
- Ensure adequacy of action taken by the business to correct identified significant risk or control deficiencies, irregularities and non-compliance, and monitor follow-up action, where appropriate.
- Provide training and guidance on risk and financial compliance procedures.
- Ensure that people follow the rules, laws, and company policies.
- Keep up to date with changes in laws, regulations, and industry standards.
- Assist in drafting and updating risk and process policies and procedures.

Control activities:

- Support the relevant teams to implement new/updated internal control requirements.
- Implementation of policies and guidelines within the area of responsibility.
- Conduct regular reviews and periodic testing of controls in all areas to identify gaps and recommend improvements.
- Spot checks that we are living up to our policies and guidelines, for example travel policies.
- Conduct periodic assessments to verify compliance and identify areas for improvement.
- Prepare risk and internal control reports to line manager after the periodic testing.
- Maintain documentation and records of audit and control activities.
- Support in administrative & audit work (gathering information, filing, work paper sign-off, locating docs etc.).
- Educate staff on internal control procedures and promote a culture of accountability.
- Support the investigation of breaches of compliance or control failures and recommend.
- Stay updated on best practices, regulatory changes, and emerging risks to enhance frameworks.



- Prepare reports as the result of the work performed and assigned by line manager.
- Special review/projects
- Ad-hoc tasks as assigned by line manager

WHAT WE'RE LOOKING FOR

- Bachelor's degree in business administration or legal
- At least 5 years' experience from working in a FMCG company with some time in Finance, Internal audit, Internal financial controls and/or Compliance
- Experience of working in matrix structures
- Good communication in English (verbal, written and speaking)
- Preferably worked with and in Navision, AuditBoard, SharePoint, CRM system
- High integrity and ability to work cross functional and across levels in the company
- Strong business acumen combining strategic and analytical mindset with a broad business and financial understanding
- Ability to translate the impact of internal and external factors on the company's operations and analyze the potential impact and risks.
- Ability to focus both on long-term as well as short-term impact to secure the right risk profile for the company.
- Strong leadership skills with ability to take the lead, to challenge and to act as sparring partners.
- Champions our growth principles.
- Strong communication, coaching and influencing skills
- Good presentation and visualization skills
- Robust performance management skills, driving and embedding performance culture
- Self-confidence with the ability to make recommendations and take decisions
- Data fluency being able to interpret data and utilize it as critical input for decision recommendations
- Interested in change and embrace new technology

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 17th May 2026. 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.

