



JOB DESCRIPTION

Senior Technical Expert – Brewing & Manufacturing Quality

Ha Long Beer & Beverage Joint Stock Company (Bia Ha Long)

1. Position Overview

Ha Long Beer & Beverage Joint Stock Company is seeking a highly experienced international brewing and manufacturing expert to support the transformation and stabilization of brewery production quality across its manufacturing operations in Ha Long and Quang Yen, Vietnam.

This role is designed for a senior technical authority from a major international brewery group who possesses deep expertise across the full brewing and production chain.

The position reports directly to the Chief Executive Officer (CEO) and operates as a high-level technical expert with strong authority over production standards, SOPs, quality systems, process optimization, and manufacturing discipline.

2. Position Information

| Item | Details |
|-------------------|---|
| Position Title | Senior Technical Expert – Brewing & Manufacturing Quality |
| Reporting Line | Chief Executive Officer (CEO) |
| Location | Quang Ninh Province, Vietnam |
| Employment Type | Full-Time Expatriate |
| Industry | Beer / Brewery / FMCG Manufacturing |
| Working Model | Full-Time Onsite |
| Contract Term | 24 Months (renewable) |
| Target Start Date | August 2026 |

3. Mission of the Role

- Stabilize manufacturing quality across all beer SKUs.
- Improve overall brewing and production quality standards.
- Reduce manufacturing defects, deviations, and process inconsistencies.
- Strengthen production discipline and SOP compliance.
- Build sustainable technical capability within the local production team.



4. Key Responsibilities

A. Brewing & Manufacturing Quality Leadership

- Evaluate and optimize the full brewing and manufacturing process across all production stages.
- Analyze production deviations, quality inconsistencies, and manufacturing losses.
- Lead root-cause analysis and CAPA initiatives.

B. SOP & Technical Standards Management

- Standardize SOPs, work instructions, and quality checkpoints.
- Establish clear production and quality KPIs.

C. Quality Assurance & Technical Excellence

- Strengthen microbiological control and hygiene systems.
- Improve CIP effectiveness and sanitation discipline.

D. Coaching & Capability Development

- Mentor and develop local production, QA, maintenance, and technical teams.
- Build technical capability and operational discipline within the organization.

E. Strategic Technical Advisory

- Serve as the CEO's key technical advisor on brewery manufacturing quality.
- Recommend process improvements and operational optimization opportunities.

5. Authority of the Position

- Recommend and revise SOPs and technical standards.
- Recommend process parameter adjustments.
- Conduct technical audits and operational reviews.
- Escalate quality risks and production deviations directly to the CEO.

6. Required Qualifications & Experience

Mandatory Requirements

- Foreign national.
- Minimum 15–20 years of experience in industrial beer production.
- Strong experience in large-scale brewery manufacturing operations.
- Proven experience within internationally recognized brewery groups.
- Strong track record in production quality improvement and process optimization.

Preferred Qualifications

- Experience in brewery transformation or operational excellence projects.
- Experience working in Asia or emerging markets.
- Late-career or semi-retired experts are welcome.

7. Technical Competencies

- Brewing process technology
- Fermentation management
- Yeast handling and microbiology
- Filtration systems
- Packaging and filling systems
- Pasteurization systems
- Utilities and process engineering
- Hygiene and CIP systems

8. Personal Attributes

- Highly practical and hands-on.
- Strong technical authority and credibility.
- Deep analytical and problem-solving capability.
- Ability to work effectively across multicultural environments.
- Strong communication and stakeholder management capability.

9. Compensation & Benefits

- Monthly salary: USD 10,000 – 15,000
- Housing support
- Air tickets and relocation support
- Health insurance
- Work permit and visa support
- Performance-based incentives

10. Application Process

- Initial screening interview
- Technical deep-dive assessment
- Brewery manufacturing case discussion
- Final interview with the CEO
- Reference checks