

Vistari SEZ Limited - Job description

Job details	
Job title: Engineering Manager	Line Manager title: Head of Department - Engineering
Department: Technical Services	Location: Eldoret, Kenya
Direct reports	
Supervisors - Engineering (Electrical & Electronics, Maintenance, Mechanical, and Utilities)	
Job summary	
The Engineering Manager provides operational leadership in the management of all engineering, maintenance, utilities, and infrastructure systems ensuring reliability, efficiency, and safety of the plant's machinery, equipment, and facilities across textile and garment manufacturing operations. The position oversees the electrical/electronics, mechanical, and civil functions, as well as utilities operations to guarantee uninterrupted production and cost-efficient asset management. The role drives plant modernisation, preventive and predictive maintenance, energy optimisation, and compliance with statutory and environmental standards, while fostering a culture of innovation, safety, and technical excellence.	
Key roles and responsibilities	
Leadership & Engineering Governance - Develop and implement engineering and maintenance strategies aligned with corporate and operational goals. - Establish and enforce policies, Standard Operating Procedures (SOPs), and technical standards governing maintenance, energy use, and asset management. - Advise Management on plant modernisation, sustainability initiatives, and capital investment priorities. - Lead engineering planning for capacity expansion, technology upgrades, and infrastructure development projects. - Prepare annual maintenance and energy budgets and monitor performance against approved targets. Plant Maintenance & Equipment Reliability - Oversee preventive, predictive, and corrective maintenance for all machinery, utilities, and support systems. - Monitor key equipment performance metrics (MTTR, MTBF, OEE) and ensure continuous improvement in reliability and uptime. - Coordinate daily maintenance schedules in collaboration with Production, Quality Assurance, and Supply Chain & Procurement teams. - Ensure timely troubleshooting and resolution of mechanical, electrical, and automation breakdowns. - Maintain updated equipment logs, maintenance histories, and spare parts registers. Utilities & Energy Management - Manage all utilities systems including power, steam, compressed air, HVAC, water supply, and effluent treatment. - Implement energy management programs that reduce costs and improve operational sustainability. - Ensure statutory compliance for boilers, generators, pressure vessels, and electrical systems. - Monitor consumption and efficiency trends and initiate corrective or optimisation measures. - Champion renewable and energy-saving initiatives in collaboration with sustainability teams. Electrical, Mechanical & Civil Systems Oversight - Supervise the performance of Electrical & Electronics, Maintenance, Mechanical, and Utilities Supervisors. - Ensure proper installation, calibration, and operation of all mechanical and electrical systems. - Oversee maintenance of buildings, roads, drainage, and other civil infrastructure to support factory operations. - Ensure safe design, configuration, and maintenance of control systems, panels, and distribution networks.	

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- Validate technical drawings, design specifications, and machine layouts for new installations or plant modifications.
- **Engineering Projects & Infrastructure Development**
 - Plan, execute, and monitor engineering projects such as machinery / facility upgrades and new installations.
 - Coordinate project budgeting, tendering, and vendor management to ensure compliance with quality, cost, and timeline requirements.
 - Prepare feasibility studies, project reports, and technical evaluations for capital investments.
 - Liaise with contractors, consultants, and regulatory bodies to ensure adherence to legal and technical standards.
- **Safety, Compliance & Risk Management**
 - Enforce strict compliance with occupational safety, environmental, and engineering standards (OSHA, WIBA, ISO 14001).
 - Conduct risk assessments on machinery, electrical systems, and structural assets to identify and mitigate hazards.
 - Ensure maintenance personnel follow safe work practices, including LOTO, PPE usage, and confined space protocols.
 - Coordinate statutory inspections and certification of machinery, boilers, lifts, and other regulated assets.
 - Promote a zero-incident safety culture through awareness, audits, and proactive hazard management.
- **Continuous Improvement & Innovation**
 - Drive process improvement initiatives using Lean, Kaizen, and Six Sigma methodologies.
 - Promote use of Computerised Maintenance Management Systems (CMMS) and automation in tracking performance and scheduling.
 - Evaluate emerging technologies (IoT sensors, predictive analytics) for potential integration into maintenance systems.
 - Collaborate with Research & Development and Quality Assurance teams to enhance process reliability and product quality through engineering innovation.
- **Management & Team Development**
 - Provide direction to the engineering and maintenance teams.
 - Build technical capability through structured training, coaching, and exposure to modern engineering tools.
 - Foster collaboration, accountability, and continuous learning within the department.
 - Promote teamwork and coordination with Production, Quality Assurance, Supply Chain & Procurement, and Health & Safety to ensure operational efficiency.
- **Compliance with Vistari's Corporate Systems**
 - Apply the highest standards of internal controls and risk management practices and behaviours and embed a positive risk and control culture.
 - Demonstrate prudence, sound judgement, and appropriate and timely escalations in management of all types of risk (including fraud risk) applicable to the role.
 - Promote and adhere to Vistari's core values and ensure compliance with organisational policies and procedures.
 - Maintain zero tolerance to bribery, fraud, and corruption, and ensure the immediate reporting of any corruption or suspect behaviour that threatens Vistari's reputation.
 - Adhere to safeguarding policies and procedures and immediately report any safeguarding concerns.
 - Any other related responsibilities that may be assigned by the Line Manager from time to time.

Academic and professional qualifications

- Bachelor's degree in Electrical, Electronics, Industrial, Mechanical, or Mechatronic Engineering.
- Registered with the Engineers Board of Kenya (EBK) and a member of the Institution of Engineers of Kenya (IEK).
- Certification in ISO 9001/14001, Six Sigma, or Project Management is an added advantage.

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Work experience		
• Minimum of fourteen (14) years' relevant experience in plant engineering, maintenance, and utilities management within a manufacturing or textile environment, with at least six (6) years in a similar supervisory or managerial role. • Proven expertise in maintenance planning, utilities management, and large-scale industrial systems. • Familiarity with CMMS, ERP integration, and energy management systems.		
Technical skills and behavioural competencies		
• Technical Expertise: Strong command of electrical, electronic, and mechanical engineering systems. • Maintenance Leadership: Skilled in preventive/predictive maintenance planning and reliability management. • Energy Management: Proven ability to drive cost efficiency and energy conservation initiatives. • Project Management: Proficient in managing capital projects from design to commissioning. • Analytical Thinking: Strong diagnostic and problem-solving capabilities. • Health, Safety & Environmental Awareness: Deep understanding of OSHA, WIBA, and sustainability compliance. • Innovation & Technology Orientation: Embraces modern tools to enhance performance. • Management & Mentorship: Inspires technical teams through guidance, accountability, and skill development. • Cross-functional Collaboration: Works effectively with Production, Apparel Manufacturing & Fashion, Quality Assurance, Finance & Accounting, and other teams to support business goals. • Communication & Reporting: Excellent presentation and reporting skills for technical and non-technical audiences. • Continuous Improvement Mindset: Focused on process optimisation and lead-time reduction. • Stakeholder Engagement: Skilled communicator and relationship builder with internal and external partners. • Values and work ethic: High integrity, ethical judgment, results-driven approach, and commitment to accountability.		
Sign off		
Job holder name:	Signature:	Date:
Line Manager name:	Signature:	Date:
Secondary Reviewer name:	Signature:	Date: