

Vistari SEZ Limited - Job description

Job details	
Job title: General Manager - Production	Line Manager title: Chief Executive Officer
Department: Production	Location: Eldoret, Kenya
Direct reports	
- Head of Department - Spinning - Head of Department - Preparation & Weaving - Head of Department - Processing - Production Planning & Control Manager - Laboratory Executive - Supervisor, Making Up - Warehouse Officer	
Job summary	
The General Manager - Production will provide strategic and operational leadership across the full production value chain from Spinning, Preparation & Weaving, Processing, Making Up, and Finished Goods / Warehousing, to production planning and control - ensuring that manufacturing processes are efficient, technologically advanced, and compliant with national and international standards and benchmarks. S/he will oversee all aspects of yarn and textile production, ensuring that production targets, quality standards, cost efficiencies, and delivery timelines are achieved in line with the company's growth and sustainability objectives. This strategic leadership role will drive innovation, digital transformation, and continuous improvement to optimise capacity, productivity, and output, strengthen profitability, enhance sustainability, and position Vistari SEZ Limited as a national and regional leader in integrated textile manufacturing. S/he will also play a key role in coordinating with the Technical Services, Apparel Manufacturing & Fashion, and Commercial departments to ensure that output aligns with customer requirements and market demand.	
Key roles and responsibilities	
Strategic & Operational Leadership - Lead all production divisions and units to deliver seamless end-to-end manufacturing. - Translate corporate goals into production strategies, annual operating plans, and measurable Key Performance Indicators (KPIs). - Oversee production planning, scheduling, and capacity utilisation to meet customer demand and market timelines. - Ensure operational excellence through standardised systems, data-driven decision-making, and cross-functional collaboration. - Drive productivity, process efficiency, and cost reduction across all production divisions and units. Policy, Systems & Compliance - Develop and implement production and maintenance policies, systems, and Standard Operating Procedures (SOPs), and conduct periodic reviews to maintain consistency and relevance. - Ensure integration and compliance with occupational health, safety, and environmental legislation, ISO standards, and industry codes into production processes. - Embed sustainability and ESG principles into production policies, driving energy efficiency, waste reduction (including implementation of Zero Liquid Discharge (ZLD)) and responsible sourcing. - Champion adherence and compliance to country and industry laws and internal governance frameworks. - Work closely with Quality Assurance and Technical Services to implement corrective and preventive actions on quality deviations. Research, Innovation & Digital Transformation - In collaboration with the General Manager - Technical Services, spearhead research, development, and adoption of new technologies across fibres, dyes, fabrics, and manufacturing systems. - Lead production related digital transformation initiatives, automation, ERP (Enterprise Resource Planning) / IoT (Internet of Things) devices and machinery integration, and real-time analytics for production visibility, analyses, and control. - Evaluate modernisation and expansion opportunities through feasibility studies and ROI (Return on Investment) analyses.	

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- Cultivate a culture of innovation, experimentation, and continuous improvement within all production divisions and units.
- **Financial & Resource Stewardship**
 - Oversee budgeting, cost management, and performance reporting for all production divisions and units, including yield, efficiency, downtime, waste, and energy consumption.
 - Drive lean manufacturing, productivity improvement, and cost-reduction initiatives to improve margins.
 - Ensure efficient utilisation of raw materials, utilities, and human resources.
 - Review and approve capital expenditure proposals for modernisation and plant upgrades.
- **Stakeholder Engagement & External Relations**
 - Build strategic partnerships with technical training and research institutions, development agencies, and suppliers to enhance technological capacity and innovation.
 - Liaise with the Chief Commercial Officer to align production volumes, quality, and timelines with customer requirements and export markets.
 - Represent the company in industry forums, trade fairs, and Government engagements to strengthen brand positioning and advocacy.
- **People Leadership & Succession Planning**
 - Provide leadership and mentorship to direct reports and production teams to build high-performing production divisions and units.
 - Oversee implementation of performance and talent development systems across production functions.
 - Identify critical roles and implement succession plans to ensure continuity of leadership and institutional knowledge.
 - Promote a culture of teamwork, accountability, inclusion, and operational excellence.
 - Take proactive action to address poor performance and misconduct.
- **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 Textile Engineering, Textile Technology, Production Management, Industrial Engineering, Business Administration or Management, Fashion and Textile Management, or related fields.
- Master's degree in a related discipline is an added advantage.
- Professional certification in Lean Manufacturing, Six Sigma, or Project Management is preferred.

Work experience

- Minimum of eighteen (18) years' experience in medium to large-scale textile manufacturing or process industries, with at least ten (10) years' experience in a senior production leadership role.
- Demonstrable experience managing integrated spinning, weaving, and processing operations in ERP-based production environments and ISO-certified facilities.
- Demonstrated success in leading digital transformation, energy efficiency, and sustainability initiatives.
- Proven expertise in lean manufacturing, Six Sigma, Kaizen, or ISO 9001 quality systems is an added advantage.

Technical skills and behavioural competencies

- **Strategic Leadership:** Visionary planning and alignment of production to corporate goals.

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- **Textile Manufacturing Mastery:** Deep understanding of spinning, weaving, dyeing, and finishing technologies.
- **Operational Excellence:** Skilled in process optimisation, resource planning, and performance management.
- **Sustainability & ESG:** Expertise in circular production, waste management, and sustainable manufacturing practices.
- **Financial Acumen:** Strong budgeting, cost control, and business analytics capability.
- **Innovation & Technology:** Track record in automation, ERP/IoT implementation, and process digitalisation.
- **People & Change Leadership:** Exceptional ability to inspire, coach, and develop multi-disciplinary teams.
- **Stakeholder Engagement:** Skilled communicator and relationship builder with internal and external partners.
- **Analytical & Decision-Making:** Data-driven problem-solving and strategic insight.
- **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: