

Vistari SEZ Limited - Job description

Job details	
Job title: Engraver	Line Manager title: Chief Graphic Designer - Production
Department: Production	Location: Eldoret, Kenya
Direct reports	
None	
Job summary	
The Engraver produces high-quality engraved rollers, plates, and screens used in textile printing by accurately transferring, etching, and finishing designs from approved artwork onto metal or film surfaces. The role ensures precision, consistency, and adherence to design specifications, supporting seamless production, superior print quality, and compliance with quality and environmental standards.	
Key roles and responsibilities	
• Design Transfer & Artwork Preparation - Interpret design layouts, sketches, and digital artwork provided by the design or product development team. - Prepare and trace designs onto engraving substrates (rollers, plates, or screens) using precision tools or computer-aided systems. - Verify alignment, scale, and positioning before engraving to ensure technical accuracy. - Adjust artwork layout or parameters as needed for rotary, flatbed, or laser engraving processes. • Engraving & Production Execution - Operate manual, CNC, or laser engraving machines to etch patterns and textures on metal rollers or plates. - Set and monitor machine parameters (e.g., depth, pressure, speed) to achieve desired engraving results. - Perform finishing operations such as polishing, trimming, or surface treatment for clarity and consistency. - Transfer designs from film, sheet, or digital artwork using photoresist, staining, or chemical etching techniques. • Quality Assurance & Process Verification - Inspect completed engravings to confirm uniform depth, design fidelity, and alignment accuracy. - Identify and correct engraving defects, distortions, or irregularities. - Maintain detailed records of engraving settings, artwork references, and production batches for traceability. - Collaborate with the Quality Assurance and Processing teams to review test prints and verify engraving quality before bulk production. • Equipment & Tool Maintenance - Maintain engraving machines, cutting tools, and accessories in good working condition. - Conduct routine cleaning, calibration, and preventive maintenance as per established schedules. - Report equipment faults promptly and assist in mechanical troubleshooting where necessary. - Ensure proper storage and safe handling of engraving tools, materials, and consumables. • Safety, Compliance & Continuous Improvement - Adhere to occupational health, safety, and environmental procedures when operating machines or handling chemicals. - Use required Personal Protective Equipment (PPE) and maintain a clean, organised, and hazard-free workspace in line with 5S (Sort, Set in Order, Shine, Standardise, and Sustain) standards. - Observe quality, industry, and environmental compliance standards relevant to textile printing. - Participate in process improvement initiatives to enhance engraving precision, efficiency, and material utilisation.	

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- **Coordination & Communication**
 - Work collaboratively with designers, print technicians, and production supervisors to align engraving output with print specifications.
 - Provide feedback to the design team on artwork adjustments for improved production compatibility.
 - Contribute to training sessions for colleagues on engraving methods and quality control practices.
- **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, collective agreements, and statutory employment standards.
 - 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

- Certificate or Diploma in Art & Design, Graphic Design, Mechanical Engineering, Production Engineering, Printing Technology, or related field.
- Certificate in Computer Applications (MS Office, CAD software).

Work experience

- Minimum of two (2) years' experience in engraving, textile printing, or related precision manufacturing.
- Familiarity with screen, rotary, or digital printing processes and production workflows.
- Knowledge of CNC, rotary, or laser engraving systems preferred.
- Ability to interpret technical drawings, blueprints, and digital design files accurately.

Technical skills and behavioural competencies

- **Technical Precision:** Skilled in fine-detail engraving, pattern replication, and mechanical accuracy.
- **Design Interpretation:** Able to translate complex digital artwork into high-quality engraved products.
- **Machine Operation:** Competent in using manual and computer-aided engraving systems safely and efficiently.
- **Quality Orientation:** Focused on maintaining high standards of accuracy, uniformity, and finish quality.
- **Safety Awareness:** Knowledge of chemical handling, machinery operation safety, and PPE compliance.
- **Teamwork & Communication:** Effective collaboration with designers, printers, and production staff.
- **Continuous Improvement Mindset:** Eager to adopt modern engraving technologies and optimize process efficiency.
- **Adaptability:** Responds quickly to emergencies and changing maintenance priorities.
- **Continuous Improvement Mindset:** Seeks to enhance performance, efficiency, and safety in all tasks.
- **Problem Solving:** Analytical approach to identifying and resolving operational challenges.
- **Adaptability:** Ability to work under pressure and adjust to changing priorities.
- **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: