

Vistari SEZ Limited - Job description

Job details	
Job title: Laboratory Technician	Line Manager title: Laboratory Supervisor
Department: Production	Location: Eldoret, Kenya
Direct reports	
None	
Job summary	
The Laboratory Technician provides technical and analytical support in the preparation, testing, and verification of dyes, chemicals, and fabric samples to ensure quality and consistency in textile processing. The role supports laboratory operations under the guidance of the Lab Supervisor and Laboratory Executive, ensuring that all processes adhere to approved standards, safety regulations, and international certifications.	
Key roles and responsibilities	
Laboratory Operations & Sample Preparation - Assist in preparing, mixing, and testing dyes and chemical formulations in line with standard operating procedures. - Conduct laboratory trials and dips to achieve accurate shade matching and colour consistency. - Verify fabric readiness (absorbency, cleanliness, and moisture levels) prior to dyeing or finishing. - Maintain uniformity in laboratory processes including squeezing, drying, and sample handling. Quality Testing & Process Control - Perform textile tests such as colour fastness, tensile strength, pH balance, and chemical concentration analysis. - Verify the quality and quantity of dyes and auxiliaries received from suppliers. - Follow approved chemical and colour recipes to prevent shade variations and ensure repeatability. - Record test results and observations accurately to support continuous process improvement. Process Compliance & QHSE Adherence - Implement dye and chemical specification procedures and maintain compliance with QHSE (Quality, Health, Safety, and Environment) systems. - Support adherence to ISO 9001, ISO 14001, and OEKO-TEX® standards in all laboratory activities. - Observe strict occupational health, safety, and environmental protection procedures during all chemical operations. - Ensure correct use of Personal Protective Equipment (PPE) and maintain 5S (Sort, Set in Order, Shine, Standardise, and Sustain) standards of a clean, safe, and orderly workspace. Equipment Maintenance & Inventory Management - Clean, calibrate, and maintain laboratory instruments, spectrophotometers, and other testing tools. - Monitor stock levels of chemicals, reagents, and consumables, and prepare timely requisitions. - Report any equipment faults, fabric defects, or abnormal chemical reactions to the Laboratory Supervisor. - Ensure proper storage and labelling of dyes and chemicals to prevent contamination or misuse. Documentation & Reporting - Maintain detailed records of test results, shade cards, and chemical usage logs. - Prepare daily laboratory activity summaries and submit to the Lab Supervisor for review. - Support data entry into available information management systems (ERP systems). - Participate in audits, reporting, and documentation to ensure laboratory traceability and certification readiness. Team Support & Continuous Improvement - Collaborate with the Lab Supervisor and laboratory team to improve testing accuracy and process efficiency. - Participate in training sessions on safety, quality, and new testing technologies.	

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- Contribute ideas and feedback for enhancing lab procedures, material utilization, and cost control. • 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 Analytical Chemistry, Industrial Chemistry, Chemical Engineering, Textile Chemistry, or equivalent qualification. • Certificate in Computer Applications and exposure to ISO 9001, ISO 14001, or OEKO-TEX® compliance frameworks are an added advantage.		
Work experience		
• Minimum of two (2) years' experience in textile, dyeing or chemical processing. • Basic level proficiency in MS Office for data analysis and reporting.		
Technical skills and behavioural competencies		
• Quality & Testing Proficiency: Skilled in colour matching, dye formulation, and textile testing for fastness, strength, and absorbency. • Analytical & Technical Accuracy: Precision in laboratory analysis, data interpretation, and documentation. • Attention to Detail: Careful handling of chemicals, measurements, and shade evaluations. • Sustainability & Compliance Awareness: Understanding of ISO and OEKO-TEX® requirements and environmental responsibility. • Safety Orientation: Knowledge of safe chemical handling, PPE use, and emergency response procedures. • Collaboration & Support: Works effectively as part of a technical team, supporting team members in achieving the laboratory's objectives. • 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: