

Vistari SEZ Limited - Job description

Job details	
Job title: Machine Operator - Production	Line Manager title: Production Supervisor (Spinning, Preparation & Weaving, or Processing)
Department: Production	Location: Eldoret, Kenya
Direct reports	
<ul style="list-style-type: none"> None 	
Job summary	
<p>The Machine Operator runs and maintains textile production machinery efficiently, ensuring continuous workflow, product quality, and minimal downtime. S/he supports the production line by setting up equipment, monitoring machine performance, addressing minor faults, and maintaining a safe and organised workspace.</p>	
Key roles and responsibilities	
<ul style="list-style-type: none"> Machine Setup & Operation <ul style="list-style-type: none"> Set up, calibrate, and start machines in line with production specifications. Load raw materials and ensure proper thread, yarn, or fabric alignment. Operate textile machinery safely and efficiently to achieve daily output targets. Adjust settings (speed, tension, temperature) according to product specifications. Monitoring & Quality Control <ul style="list-style-type: none"> Monitor machine performance, sound, and output during operation. Conduct visual and measurement inspections to detect defects or irregularities. Document production quantities and defect data at the end of each shift. Separate non-conforming materials and report persistent issues to the Production Supervisor. Maintenance & Troubleshooting <ul style="list-style-type: none"> Perform routine cleaning, lubrication, and minor adjustments. Support maintenance personnel during scheduled servicing and repairs. Report mechanical faults promptly and follow up on corrective actions. Maintain compliance with operational and maintenance standards. Housekeeping, Safety & Compliance <ul style="list-style-type: none"> Maintain a clean, organised, and hazard-free work area in line with 5S principles (Sort, Set in order, Shine, Standardize, Sustain). Use the correct Personal Protective Equipment (PPE) at all times and ensure it is in good condition. Follow company Quality, Health, Safety, and Environment (QHSE) policies, national safety and health regulations, and Standard Operating Procedures (SOPs). Minimise waste by using materials efficiently and reporting any abnormal consumption or spillage. Participate actively in safety talks, drills, and continuous improvement initiatives. Promptly report any unsafe conditions, near misses, or incidents to the supervisor. Communication, Teamwork & Continuous Improvement <ul style="list-style-type: none"> Report any production challenges, faults, or safety concerns promptly to the Shift Leader or maintenance team. Work closely with fellow operators, supervisors, and mechanics to ensure smooth production flow and quick problem-solving. Contribute ideas to improve machine efficiency, product quality, and workplace safety. Take part in ongoing learning - including training on new machines, safety practices, and updated company procedures. Stay informed and compliant with all current company rules, safety guidelines, and quality standards. Compliance with Vistari's Corporate Systems <ul style="list-style-type: none"> Apply the highest standards of internal controls and risk management practices and behaviours and embed a positive risk and control culture. 	

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- 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

- Kenya Certificate of Secondary Education (KCSE) Certificate with Mean Grade D (Plain), or equivalent secondary school certificate.
- Certificate in Computer Applications.
- Certificate in Mechanical, Textile, or Industrial Operations is an added advantage.

Work experience

- One (1) to two (2) years' experience in textile or manufacturing machinery operation.
- Basic level proficiency in MS Office for maintenance documentation.

Technical skills and behavioural competencies

- **Machine Operation:** Understanding of textile/mechanical machine functions.
- **Technical Aptitude:** Ability to identify minor mechanical issues.
- **Quality & Safety Focus:** Commitment to product quality, process consistency, and safety standards.
- **Teamwork:** Works collaboratively with production and maintenance staff.
- **Attention to Detail:** Monitors processes accurately and maintains precise records.
- **Time Management:** Meets shift targets efficiently with minimal supervision.
- **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: