

Vistari SEZ Limited - Job description

Job details	
Job title: Mason	Line Manager title: Supervisor - Utilities
Department: Technical Services	Location: Eldoret, Kenya
Direct reports	
None	
Job summary	
The Mason constructs, repairs, and maintains factory buildings, drainage systems, and related structures to ensure a safe, functional, and efficient production environment. The role supports textile and garmenting operations by maintaining structural integrity, performing preventive and corrective masonry works, and adhering to quality, health, safety, and environmental standards.	
Key roles and responsibilities	
Construction & Fabrication - Lay bricks, blocks, and stones in accordance with technical drawings, blueprints, and layout specifications. - Construct and repair factory walls, partitions, floors, platforms, and other structures. - Build and maintain drainage systems, manholes, foundations, and support bases for production equipment. - Prepare mortar, concrete, or grout mixtures using mixers and hand tools according to required proportions. - Install and repair tiled and plastered surfaces for durability and ease of cleaning. Maintenance & Repair - Conduct regular inspection and preventive maintenance of buildings, drainage systems, and concrete structures. - Identify cracks, leaks, or surface defects and perform appropriate repairs using approved materials and techniques. - Carry out waterproofing, sealing, and surface finishing to prevent deterioration and maintain safety standards. - Support equipment relocation or factory layout changes by preparing suitable foundations and platforms. Measurement, Preparation & Planning - Read and interpret plans and work orders to determine material, tool, and manpower requirements. - Measure, mark, and align work areas using chalk lines, plumb bobs, levels, and squares for precision. - Cut, shape, and smooth construction materials using hand or power tools. - Estimate quantities of cement, sand, and aggregates accurately to minimize waste. Quality, Safety & Compliance (QHSE) - Ensure all masonry work meets structural and aesthetic quality standards as per company specifications. - Adhere to Quality, Health, Safety, and Environment (QHSE) policies, including use of Personal Protective Equipment (PPE) and compliance with factory safety rules. - Maintain cleanliness and order at workstations in line with 5S principles: Sort, Set in Order, Shine, Standardise, and Sustain. - Handle tools, equipment, and materials safely to prevent injury or property damage. - Report unsafe acts, near misses, or incidents immediately to the supervisor. - Support compliance with ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) standards. Coordination, Teamwork & Documentation - Collaborate with engineers, plumbers, welders, and electricians on joint installation and maintenance projects.	

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- Communicate progress, material needs, and challenges to the Maintenance Supervisor.
- Keep records of work completed, materials used, and time spent per project.
- Suggest improvements in construction methods, materials, or work practices to enhance durability and efficiency.
- Participate in safety talks, tool-box meetings, and continuous improvement programs..
- **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

- Government Trade Test (Craft) Certificate Grade I, II or III in Masonry or equivalent qualification.
- Certificate in Occupational Safety and Health (OSH) or Industrial Safety is an added advantage.
- Knowledge of construction codes, material handling, and finishing techniques.
- Certificate in Computer Applications is an added advantage.

Work experience

- Minimum of three (3) years' experience in masonry and civil maintenance, preferably in an industrial or factory setting.
- Basic level proficiency in MS Office for maintenance documentation.

Technical skills and behavioural competencies

- **Masonry & Construction Skills:** Expertise in bricklaying, plastering, tiling, and concrete finishing.
- **Blueprint Reading:** Ability to interpret engineering drawings and specifications accurately.
- **Safety Awareness:** Strict adherence to factory and construction safety procedures.
- **Quality Focus:** Commitment to structural precision, finishing standards, and material integrity.
- **Teamwork & Communication:** Works cooperatively with maintenance and engineering colleagues.
- **Attention to Detail:** Ensures alignment, levelling, and consistency in workmanship.
- **Physical Stamina:** Capable of handling physically demanding tasks safely and efficiently.
- **Problem Solving:** Ability to diagnose structural issues and recommend effective repair solutions.
- **Environmental Responsibility:** Conscious handling of waste, materials, and energy to support sustainability goals.
- **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: