

Vistari SEZ Limited - Job description

Job details	
Job title: Welder	Line Manager title: Supervisor - Mechanical & Civil
Department: Technical Services	Location: Eldoret, Kenya
Direct reports	
None	
Job summary	
The Welder fabricates, assembles, and repairs metal structures, machinery frames, and production equipment through safe and precise welding techniques. S/he supports the plant's maintenance and operational reliability by ensuring the structural integrity of components in compliance with quality, safety, and environmental standards.	
Key roles and responsibilities	
Fabrication & Assembly - Interpret engineering drawings, blueprints, and technical sketches to determine welding layouts and specifications. - Measure, cut, grind, and prepare metal components using saws, shears, torches, or plasma cutters. - Align and fit components using callipers, clamps, and jigs to ensure correct positioning before welding. - Perform welding using appropriate methods (Manual Metal Arc, MIG, TIG, or Gas Welding) to assemble machine frames, ducts, supports, and pipework. - Fabricate new parts or modify existing ones as per engineering or production requirements. Maintenance & Repair - Repair worn, cracked, or broken components on machines, frames, or pipelines using suitable welding techniques. - Support the installation, relocation, and modification of production equipment and structures. - Conduct preventive inspections on weld joints, supports, and fixtures to prevent mechanical failure. - Collaborate with mechanics, electricians, and machinists during maintenance shutdowns or project installations. Quality Assurance & Compliance - Inspect completed welds visually and using non-destructive testing (NDT) methods to identify defects, cracks, or misalignment. - Verify weld strength and conformity to dimensional and mechanical standards. - Maintain accurate records of fabrication, repair, and inspection activities. - Ensure compliance with ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) standards. - Adhere to approved welding procedures and quality control parameters. Safety, QHSE & Housekeeping - Follow Quality, Health, Safety, and Environment (QHSE) protocols and safe work procedures. - Use prescribed Personal Protective Equipment (PPE) - welding helmets, gloves, aprons, goggles, and safety boots - at all times. - Ensure proper ventilation, fire prevention, and grounding during welding operations. - Maintain a clean, organised, and hazard-free work area in line with 5S principles (Sort, Set in Order, Shine, Standardise, Sustain). - Handle gas cylinders, welding machines, and consumables safely, following manufacturer and company guidelines. - Report safety incidents, near misses, or environmental risks immediately to the supervisor. Continuous Improvement & Teamwork - Recommend improvements to welding methods, material handling, and fixture design to enhance efficiency and quality.	

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- Participate in maintenance planning, cross-training, and safety drills.
- Stay updated on modern welding technologies, tools, and materials.
- Promote teamwork and communication within the maintenance and fabrication teams.
- **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 Welding and Fabrication or equivalent qualification from a recognized institution.
- Certificate in Occupational Safety and Health (OSH) or Industrial Safety is an added advantage.
- Certificate in Computer Applications is an added advantage.

Work experience

- Minimum of three (3) years' experience in welding, fabrication, and repair within an industrial or textile manufacturing setting.
- Proficiency in basic computer applications for reporting and documentation.
- Familiarity with metal properties, fabrication processes, and welding symbols.

Technical skills and behavioural competencies

- **Welding Expertise:** Proficient in MIG, TIG, Arc, and Gas welding processes for fabrication and repair.
- **Blueprint Reading:** Able to interpret engineering drawings, symbols, and dimensions accurately.
- **Mechanical Aptitude:** Understanding of machinery assembly, structural support, and mechanical repair.
- **Quality Orientation:** Committed to high precision, sound welds, and compliance with standards.
- **Safety Awareness:** Strong adherence to hot-work permits, PPE, and fire prevention rules.
- **Attention to Detail:** Accuracy in measurement, weld alignment, and finishing.
- **Teamwork & Communication:** Collaborates effectively with maintenance, machining, and production teams.
- **Problem Solving:** Capable of diagnosing faults and applying effective welding or fabrication solutions.
- **Continuous Improvement:** Open to new welding technologies and lean fabrication methods.
- **Physical Stamina:** Able to work safely in confined, elevated, or high-temperature environments.
- **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: