

Vistari SEZ Limited - Job description

Job details	
Job title: Maintenance Technician - Production	Line Manager title: Maintenance Supervisor - Production
Department: Technical Services	Location: Eldoret, Kenya
Direct reports	
None	
Job summary	
The Maintenance Technician maintains, repairs, and services textile production machinery and auxiliary mechanical systems across the assigned division (Preparation & Weaving, Processing, or Garment Manufacturing) to ensure reliable, safe, and efficient plant operations. The role supports continuous production by performing preventive maintenance, troubleshooting faults, and contributing to process improvement in line with engineering standards and the company's Quality, Health, Safety, and Environment (QHSE) policies.	
Key roles and responsibilities	
Machine Maintenance & Repair - Carry out preventive and corrective maintenance on textile machines such as carding, spinning, weaving, dyeing, finishing, and packaging equipment. - Dismantle, repair, and reassemble mechanical components including bearings, shafts, pulleys, couplings, and gearboxes. - Calibrate and test equipment to verify functionality and performance after repair or installation. - Inspect mechanical parts for wear, misalignment, or damage and replace or adjust as necessary. - Conduct routine checks on belts, chains, lubrication points, and tension systems. - Support installation, relocation, or modification of machinery and auxiliary systems. Troubleshooting & Diagnostics - Identify root causes of mechanical faults through inspection, vibration, and noise analysis. - Respond promptly to mechanical breakdowns and restore equipment functionality with minimal downtime. - Assist in root cause analysis (RCA) and recommend preventive measures to avoid recurrence. - Maintain detailed records of faults, repairs, and parts replaced. Preventive Maintenance & Continuous Improvement - Execute scheduled preventive maintenance as per daily, weekly, and monthly plans. - Ensure proper lubrication, calibration, and adjustment of mechanical components. - Participate in continuous improvement initiatives to enhance equipment reliability and performance. - Suggest modifications to improve machine safety, output, and energy efficiency. QHSE & Compliance - Follow all Quality, Health, Safety, and Environment (QHSE) regulations and standard operating procedures (SOPs). - Use Personal Protective Equipment (PPE) appropriately and report unsafe conditions immediately. - Support compliance with ISO 9001 (Quality), ISO 14001 (Environmental), and ISO 45001 (Occupational Health & Safety) standards. - Maintain a clean, organised, and hazard-free work area by following the 5S (Sort, Set in Order, Shine, Standardise, and Sustain) principles. - Participate in safety drills and contribute to risk assessments. Coordination & Reporting - Communicate effectively with operators, maintenance supervisors, and other technicians to resolve equipment issues. - Assist in planning and execution of shutdown maintenance activities. - Record daily maintenance tasks, time spent, and materials used. - Report recurring faults or abnormal conditions to the supervisor for corrective follow-up.	

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• 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, or Diploma in Mechanical Engineering, Machining Technology, Plant Maintenance, or related fields.
- 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 two (2) years' experience in mechanical maintenance.
- Basic understanding of mechanics, electrics, hydraulics, and pneumatics.
- Familiarity with common hand and power tools, and diagnostic equipment.
- Basic level proficiency in MS Office for maintenance documentation.

Technical skills and behavioural competencies

- **Technical Proficiency:** Skilled in mechanical fitting, alignment, and equipment assembly.
- **Troubleshooting Ability:** Strong diagnostic and repair skills for rotating and static equipment.
- **Preventive Maintenance:** Consistent execution of preventive maintenance schedules to enhance reliability.
- **Safety Awareness:** Deep understanding of safe work practices, PPE requirements, and hazard identification.
- **Attention to Detail:** Accuracy in mechanical adjustments, measurements, and part replacement.
- **Teamwork & Communication:** Works effectively with production, maintenance, and utilities teams.
- **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: