

Vistari SEZ Limited - Job description

Job details	
Job title: Machine Operator (Tailor) - Garment Manufacturing	Line Manager title: Production Supervisor - Garment Manufacturing
Department: Apparel Manufacturing & Fashion	Location: Eldoret, Kenya
Direct reports	
None	
Job summary	
The Machine Operator (Tailor) in Garment Manufacturing operates industrial sewing machines and related tailoring equipment in the production of garments and textile items, ensuring accuracy, quality, and efficiency in line with work orders, design specifications, and production standards. The Machine Operator (Tailor) supports production continuity through proper machine handling, teamwork, and adherence to safety and quality requirements.	
Key roles and responsibilities	
Garment Construction & Assembly - Operate industrial sewing machines to stitch, hem, and assemble garments as per design and work instructions. - Attach garment components such as zippers, buttons, and trims accurately. - Align and position fabric pieces correctly under the needle to maintain consistency and pattern conformity. - Adjust machine settings such as tension, stitch length, and speed to meet product requirements. Measurement, Marking & Alteration - Measure and mark fabric or garment sections to guide stitching, folding, or cutting. - Make alterations to garments based on measurements or production adjustments. - Unpick incorrect stitches and re-sew to correct defects and maintain product quality. Quality Control & Finishing - Inspect finished garments for stitching accuracy, alignment, and overall quality. - Tag and record completed garments for tracking and sorting. - Press and finish garments using hand irons or pressing equipment to meet presentation standards. Equipment Operation, Housekeeping & Safety - Operate machines safely and report any faults or unusual performance immediately. - Perform routine cleaning and minor maintenance to prevent breakdowns. - Use materials efficiently to minimize waste and avoid fabric damage. - Maintain a clean, organized workstation in line with 5S principles (Sort, Set in order, Shine, Standardise, Sustain). - Follow company Quality, Health, Safety and Environment (QHSE) procedures and use the correct Personal Protective Equipment (PPE) at all times. - Promptly report any unsafe acts, near misses, or incidents to the supervisor. Communication, Teamwork & Continuous Improvement - Report production challenges or equipment issues to the supervisor or maintenance team. - Work closely with cutters, pattern makers, and quality inspectors to ensure smooth production flow. - Suggest improvements to enhance stitching quality, efficiency, or safety. - Take part in ongoing learning - including training on new machines, stitching techniques, and company policies and procedures. - Stay informed and compliant with company rules, values, and quality standards. 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.	

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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) Mean Grade D (Plain) or equivalent.
- Government Trade Test Certificate Grade III/II/I in Tailoring, Dressmaking, or Fashion Design is an added advantage.
- Certificate in Industrial Safety or Machine Operation is an added advantage.
- Certificate in Computer Applications is an added advantage.

Work experience

- One (1) to two (2) years' experience in garment manufacturing, tailoring, or textile production.
- Proven record of meeting production targets.
- Proficiency in MS Office for data entry and reporting.

Technical skills and behavioural competencies

- **Machine Operation:** Understanding of textile/mechanical machine functions.
- **Sewing Machine Operation:** Skilled in using industrial tailoring equipment.
- **Pattern Interpretation:** Ability to read and apply design patterns or work orders.
- **Quality Awareness:** Strong attention to detail and commitment to product standards.
- **Teamwork:** Works collaboratively with cutters, pressers, and other operators.
- **Safety & Discipline:** Follows procedures and maintains an orderly workstation.
- **Time & Output Management:** Meets production targets and maintains efficiency.
- **Adaptability:** Open to learning new techniques and handling multiple garment types.
- **Problem Solving:** Analytical approach to identifying and resolving operational challenges.
- **Communication:** Clear and respectful communication with staff and management.
- **Resilience:** 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: