

Vistari SEZ Limited - Job description

Job details	
Job title: Laboratory Supervisor	Line Manager title: Laboratory Executive
Department: Production	Location: Eldoret, Kenya
Direct reports	
Laboratory Technicians	
Job summary	
The Laboratory Supervisor oversees laboratory and colour kitchen operations, ensuring consistent implementation of dye and chemical specifications, testing standards, and quality assurance protocols under the guidance of the Laboratory Executive. The role upholds product quality, shade accuracy, and compliance with international standards on quality, environmental management and industry requirements, supporting sustainable, export-ready textile manufacturing.	
Key roles and responsibilities	
Laboratory & Chemical Operations - Implement approved laboratory and dye-house procedures, ensuring accuracy and consistency in chemical preparation and testing. - Prepare, standardise, and verify reagents, dyes, and auxiliaries before release to production. - Inspect and test incoming dyes and chemicals for conformity with Supply Chain & Procurement and Quality specifications. - Maintain laboratory inventory, equipment calibration, and accurate documentation for all tests and formulations. Colour Matching & Shade Control - Execute approved colour recipes and conduct lab dips to ensure accurate shade matching. - Verify colour outcomes against approved standards and customer specifications. - Monitor dyeing parameters, temperature, pH, time, and concentration, to minimise shade variation. - Recommend corrective actions for shade deviations and process inconsistencies. Production Support & Process Control - Coordinate transfer of laboratory-approved recipes to bulk production, ensuring reproducibility. - Check fabric readiness (scouring, absorbency, and cleanliness) prior to dyeing and finishing. - Supervise mixing and dosing of dyes, auxiliaries, and chemicals for production batches. - Support calibration and maintenance of laboratory and production testing equipment. Quality Assurance & Compliance - Conduct routine and special tests on dyes, auxiliaries, and finished fabrics to ensure adherence to specifications. - Implement laboratory procedures aligned with ISO 9001, ISO 14001, and OEKO-TEX® compliance frameworks. - Support internal and external audits, documentation, and follow-up on non-conformities. - Contribute to continuous improvement initiatives targeting process efficiency and quality consistency. Research, Innovation & Sustainability - Support the development and testing of new dyes, auxiliaries, and sustainable chemicals. - Evaluate and recommend eco-friendly alternatives to improve environmental compliance. - Collect and analyse test data to propose process improvements and cost-saving measures. Health, Safety & Environmental Management - Enforce proper chemical handling, labelling, and disposal according to safety and environmental standards. - Maintain updated Material Safety Data Sheets (MSDS) and ensure staff adherence to safety protocols. - Conduct safety briefings and report any incidents, chemical spills, or potential hazards promptly.	

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- **Team Leadership & Reporting**
 - Supervise laboratory assistants, colour kitchen technicians, and interns to ensure adherence to standards and productivity targets.
 - Prepare and submit laboratory reports on quality, process deviations, and performance trends.
 - Requisition laboratory consumables and ensure cost-effective use of materials.
 - Mentor team members through on-the-job coaching and skills enhancement initiatives.
- **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 the 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

- Bachelor's degree in Textile Chemistry, Industrial Chemistry, Analytical Chemistry, Chemical Engineering, or related fields from a recognised institution.
- Certificate in Textile Chemistry, Industrial Chemistry, Analytical Chemistry, Chemical Engineering, or related fields, with extensive experience, may be considered.
- Certificate in Computer Applications is an added advantage.

Work experience

- Minimum of six (6) years' experience in textile chemical processing, including at least two (2) years in a supervisory or laboratory management role.
- Proven experience implementing ISO 9001, ISO 14001, and OEKO-TEX® frameworks is an added advantage.
- Proficiency in MS Office and ERP/manufacturing systems for data entry and reporting.

Technical skills and behavioural competencies

- **Textile Chemistry Expertise:** Strong understanding of dyes, auxiliaries, and finishing processes.
- **Quality & Process Control:** Proficient in recipe verification, colour accuracy, and defect analysis.
- **Analytical & Technical Precision:** Skilled in laboratory testing, data interpretation, and technical documentation.
- **Sustainability & Compliance:** Knowledge of ISO and OEKO-TEX® standards, eco-compliance, and waste reduction.
- **Health & Safety Orientation:** Adherence to chemical safety, environmental, and occupational standards.
- **Leadership & Team Management:** Ability to guide, train, and motivate laboratory teams effectively.
- **Attention to Detail:** Accuracy in measurements, data entry, and quality assessments.
- **Collaboration & Communication:** Strong coordination with production and quality departments.
- **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: