



Job Profile for Garment Industry in Sri Lanka



2015

Labour Market Information Unit
Manpower Planning, Development and Research Division
Department of Manpower and Employment

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As one of the foremost industries in Sri Lanka, the garment industry contributes significantly high in the Sri Lankan economy by generating number of job opportunities locally. But unfortunately most of the job seekers are not concerned about these opportunities and their entitled privileges due to the misperceptions exists in the society about this industry. According to our previous studies although thousands of job opportunities open annually in the Garment sector, the labour attraction is considerably very low.

By considering the above condition, this book is compiled with the purpose of make awareness amongst the job seekers about the employments available in Garment industry.

We would like to remind the contribution of several parties gratefully whom without this would not be a success.

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INTRODUCTION

As one of the foremost industries in Sri Lanka, the garment industry contributes significantly high in the Sri Lankan economy by generating number of job opportunities locally. But unfortunately most of the job seekers are not concerned about these opportunities and their entitled privileges due to the misperceptions exists in the society about this industry. According to our previous studies although thousands of job opportunities open annually in the garment sector, the labour attraction is considerably very low.

The reasons which influenced to create such a background are due to the changes happened in the macro as well the micro economic factors which are correlated with the industries. By considering the macro economic factors the economic recession on which badly effected to the stability of the European economies reasoned to diminish the demand for our garment products.

The shifting of the multinational companies who worked in the garment industry to lower labour costed countries is also a badly effected micro economic factors.

However the garment industry is still one of the leading export income resources in Sri Lanka and it gives the opportunity to it's' employees to earn highly.

By considering the above condition, this book is compiled with the purpose of make awareness amongst the job seekers about the employments available in Garment industry.

MANAGERIAL LEVEL

1. CUTTING MANAGER

1.1 Job Description: The Cutting Manager manages the cutting section and directs the team to meet the requirements of the Production Department.

1.1.1 Level of position: Managerial Level

1.1.2 Duties and responsibilities:

- Supervising and managing all the operations in cutting department
- Developing technical skills in the cutting department
- Monitoring and controlling the cutting department
- Communicating with the internal and external parties

1.2 Basic requirements

1.2.1 Educational and Professional Qualifications:

- Diploma in Clothing Technology
- Degree in Clothing Technology

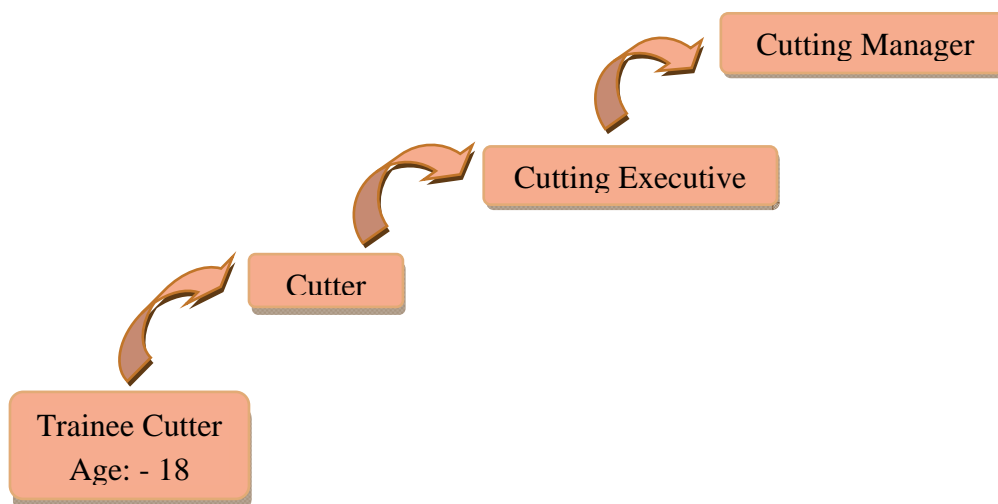
1.2.2 Experience : 8 years

1.2.3 Skills :

Leadership	Motivation
Communication Skills	Problem Solving
Decision making skills	Team Work

1.3 Salary Range: Rs.75,000 – 150,000

1.4 Career Pathway :



2. FACTORY MANAGER

2.1 Job Description: The Factory Manager manages the factory including manufacturing and Non-manufacturing operations

2.1.1 Level of position: Managerial Level

2.1.2 Duties and responsibilities :

- Managing the manufacturing and non-manufacturing operations of the factory
- Preparing annual budget and monitoring the overall performance
- Coordinating with other departments
- Authorizing necessary documents

2.2 Basic requirements

2.2.1 Educational and Professional Qualifications:

- Diploma in Engineering / Science
- Degree in Engineering / Science

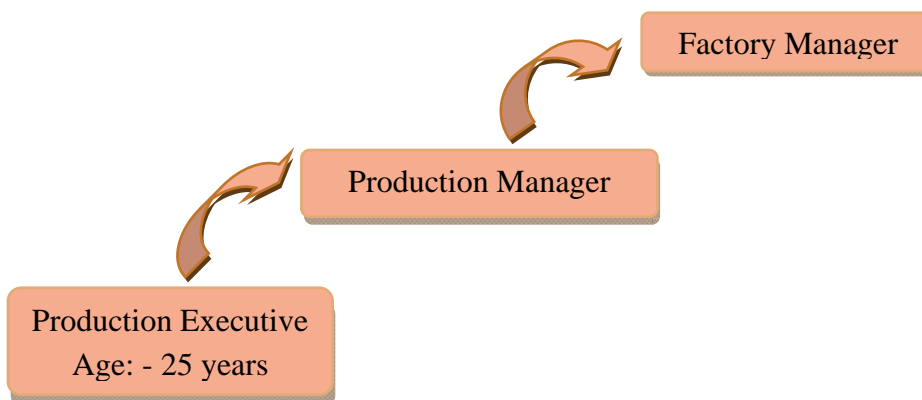
2.2.2 Experience : 10 years

2.2.3 Skills :

Leadership	Motivation
Communication	Decision making

2.3 Salary Range : Rs.100,000 – 500,000

2.4 Career Pathway :



3 MAINTENANCE ENGINEER

03

3.1 Job Description: The Maintenance Engineer leads engineering team by ensuring all machinery and utilities operate without interruption.

3.1.1 Level of position: Managerial Level

3.1.2 Duties and responsibilities:

- Repair and maintenance of all production and utility machinery
- Managing all civil, electronic and mechanical construction issues
- Analyzing to see how improvement could be made
- Keeping abreast of new development in the industry and assessing organizational applicability
- Costing, budgeting and controlling expenses

3.2 Basic requirements

3.2.1 Educational and Professional Qualifications :

- Diploma in Mechanical, Electrical or Electronic Engineering
- Degree in Mechanical, Electrical or Electronic Engineering

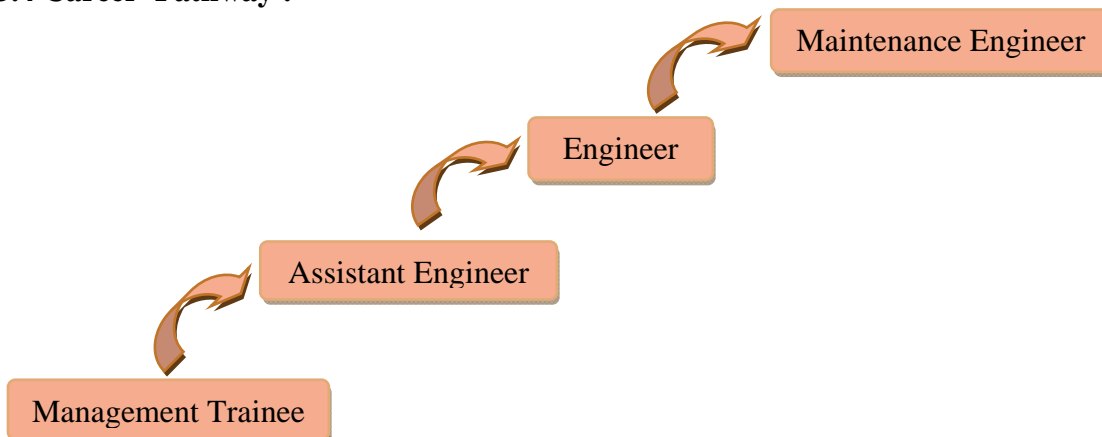
3.2.2 Experience : 8 years

3.2.3 Skills :

Leadership	Motivation
Communication	Analytical

3.3 Salary Range : Rs. 75,000 – 300,000

3.4 Career Pathway :



MAINTENANCE ENGINEER

MANAGERIAL LEVEL

4 MERCHANDISING MANAGER

4.1 Job Description: The Merchandising Manager guides the merchandising and Production team, customers as well as suppliers

4.1.1 Level of position : Managerial Level

4.1.2 Duties and responsibilities :

- Coordinating with customers as well as suppliers
- Leading and guiding the team
- Following up and monitoring the process
- Preparing annual budget

4.2 Basic requirements

4.2.1 Educational and Professional Qualifications:

- Diploma in Clothing Technology
- Post Graduate Diploma in Apparel Marketing

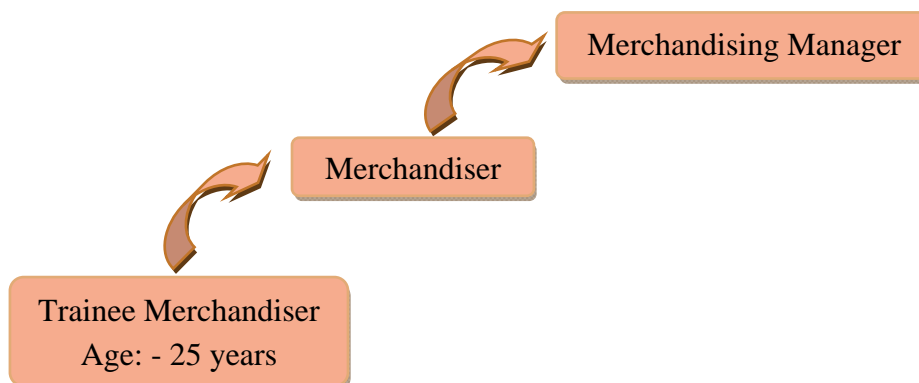
4.2.2 Experience : 8 years

4.2.3 Skills :

Leadership	Motivation
Communication	Problem Solving
Analytical	Negotiating skill

4.3 Salary Range : Rs.75,000 – 300,000

4.4 Career Pathway :



5 PLANNING MANAGER

5.1 Job Description: The Planning Manager manages all aspects of the planning division

5.1.1 Level of position : Managerial Level

5.1.2 Duties and responsibilities :

- Supervising all activities of the planning function
- Attending planning meetings, analyzing and coordinating with relevant department
- Developing and implementing systems

5.2 Basic requirements

5.2.1 Educational and Professional Qualifications:

- G.C.E.(A/L) with relevant professional qualifications
- Post Graduate Diploma in Apparel Marketing

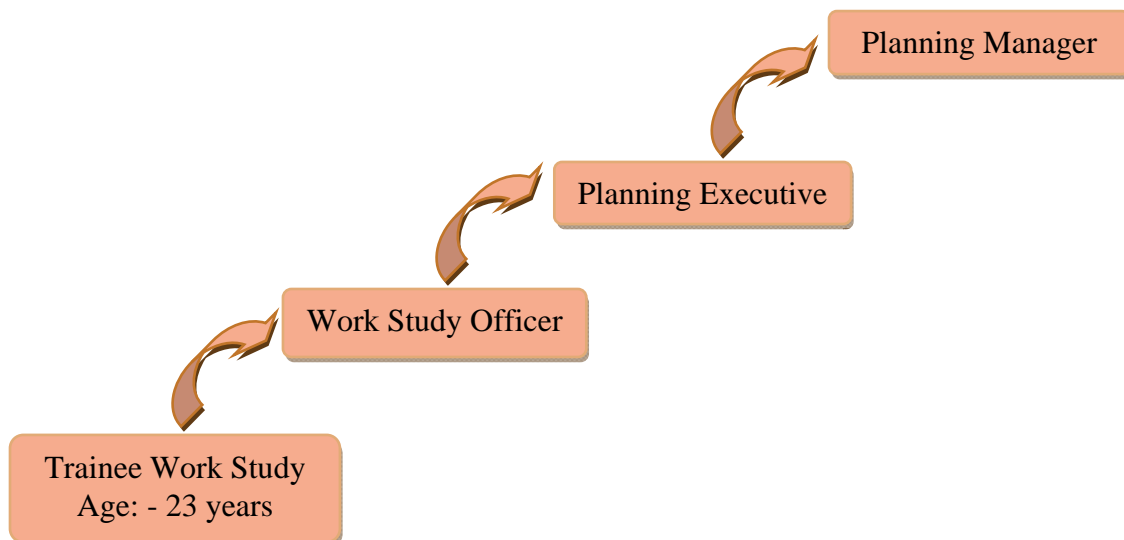
5.2.2 Experience : 5 years

5.2.3 Skills :

Leadership	Motivation
Communication	Computer Literacy

5.3 Salary Range : Rs.75,000 – 300,000

5.4 Career Pathway :



6 PRODUCT DEVELOPMENT MANAGER

6.1 Job Description: The Product Development Manager investigates and explores the business opportunities in the apparel market.

6.1.1 Level of position : Managerial Level

6.1.2 Duties and responsibilities :

- Analyzing the overall market
- Developing relation with the potential and new customers
- Coordinating with other department in the factory and other relevant parties
- Monitoring the progress of company production
- Taking steps to improve the knowledge, competencies and performance of the team

6.2 Basic requirements

6.2.1 Educational and Professional Qualifications :

- Diploma in Marketing / Business Administration
- Degree in Marketing / Business Administration

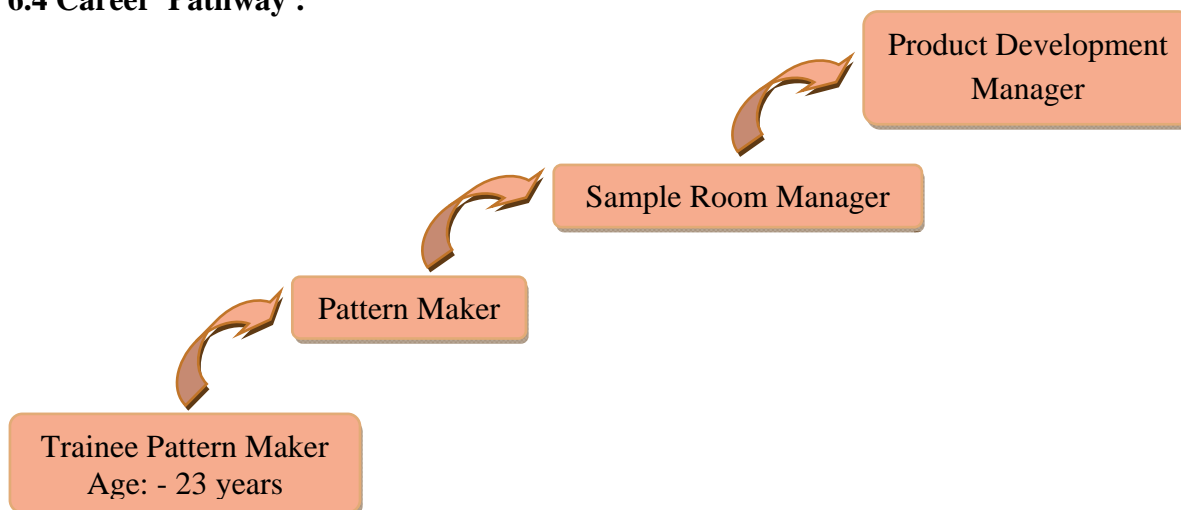
6.2.2 Experience : Minimum 10 years

6.2.3 Skills :

Leadership	Motivation
Communication	Computer Literacy
Entrepreneurial Skills	Innovative skills

6.3 Salary Range : Rs.50,000 – Rs.200,000

6.4 Career Pathway :



7.1 Job Description: The Production Manager manages the Production Department

7.1.1 Level of position : Managerial Level

7.1.2 Duties and responsibilities :

- Managing overall production operations
- Managing general administrative activities
- Coordinating with other departments
- Coordinating with the planning team

7.2 Basic requirements

7.2.1 Educational and Professional Qualifications:

- Diploma on Clothing Technology
- Degree in Clothing Technology

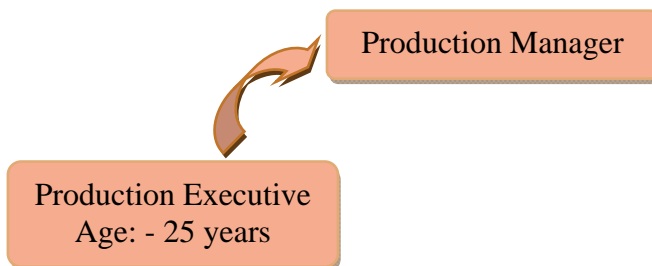
7.2.2 Experience : 10 years

7.2.3 Skills :

Leadership	Motivation
Communication	Problem Solving
Decision making skills	Analytical
Interpersonal	Counseling skills

7.3 Salary Range: Rs. 65,000 – 300,000

7.4 Career Pathway :



8 QUALITY ASSURANCE MANAGER

8.1 Job Description: The Quality Assurance Manager manages effective quality assurance and control procedure with regard to product and material quality

8.1.1 Level of position: Managerial Level

8.1.2 Duties and responsibilities:

- Ensuring that the quality assurance and control systems are implemented, maintained and improved
- Maintaining the raw material and product quality assurance process
- Setting appropriate quality standards and tolerances
- Monitoring and conduct of all audits
- Communicating all the quality related issues and decisions to all relevant parties

8.2 Basic requirements

8.2.1 Educational and Professional Qualifications:

- Diploma from the recognized institute
- Degree in Production or Textile or Clothing Technology or equivalent

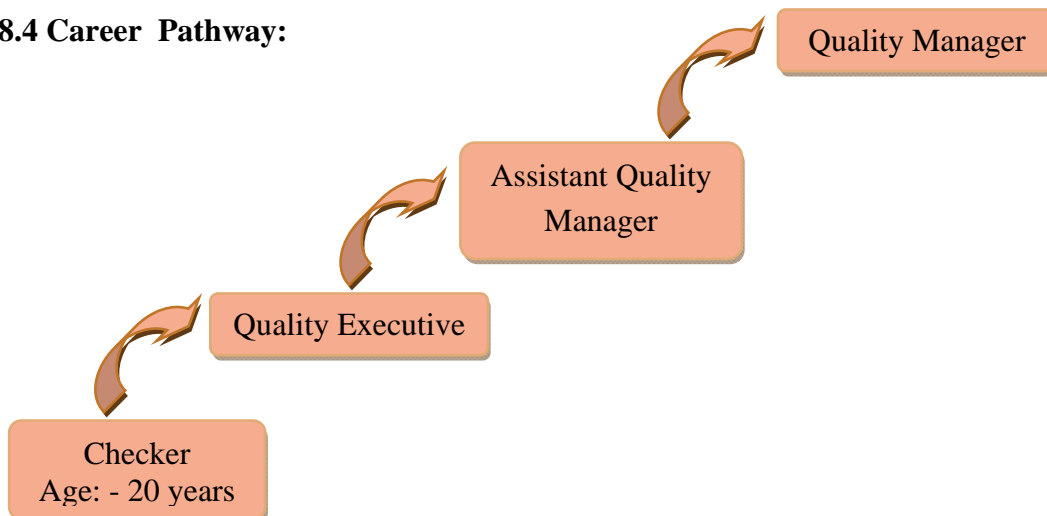
8.2.2 Experience: 10 years

8.2.3 Skills:

Leadership	Communication
Motivation	Problem Solving skills
Decision Making skill	Report writing skill

8.3 Salary Range : Rs.75,000 – 300,000

8.4 Career Pathway:



9 SAMPLE ROOM MANAGER

9.1 Job Description: The Sample Room Manager manages the sample development process, getting the orders and approval for samples.

9.1.1 Level of position : Managerial Level

9.1.2 Duties and responsibilities :

- Manages the sample development process
- Preparing and monitoring the budget
- Identifying the improvements to the system
- Following the safety procedures are adhered to

9.2 Basic requirements

9.2.1 Educational and Professional Qualifications:

- Diploma in Clothing Technology
- Degree in Clothing Technology

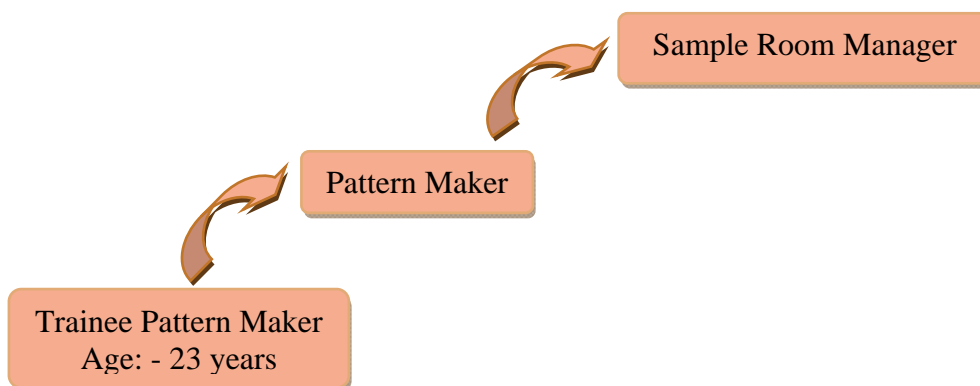
9.2.2 Experience : 8 years

9.2.3 Skills :

Leadership	Communication
Motivation	Problem Solving skills

9.3 Salary Range : Rs.50,000 - 150,000

9.4 Career Pathway :



10. TECHNICAL MANAGER

10.1 Job Description: The Technical Manager guides the technical team.

10.1.1 Level of position : Managerial Level

10.1.2 Duties and responsibilities :

- Analyzing sketches and samples
- Developing and advising the team
- Coordinating with the customers
- Supervising the other departments' relevant sections
- Providing technical assistance

10.2 Basic requirements

10.2.1 Educational and Professional Qualifications:

- G.C.E. A/L and a relevant technical qualification in Clothing
- Degree in Clothing Technology

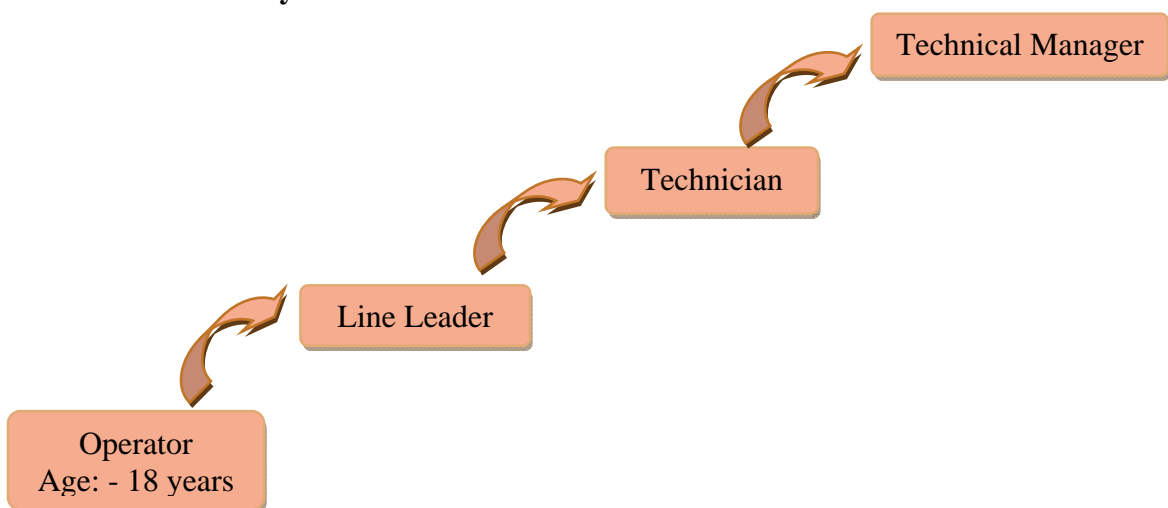
10.2.2 Experience : 10 years

10.2.3 Skills :

Leadership	Motivation
Communication	Problem Solving
Decision making skills	Computer Literacy

10.3 Salary Range : Rs.100,000 - 500,000

10.4 Career Pathway :



STRATEGIC LEVEL

11. CUTTING EXECUTIVE

11.1 Job Description: The Cutting Executive manages the cutting section to ensure the Availability of cut panels of the right quantity and quality

11.1.1 Level of position : Strategic Level

11.1.2 Duties and responsibilities :

- Monitoring the cutting panels
- Supervising and ensuring the relevant cutting information
- Coordinating with the suppliers and maintenance of the relevant machines

11.2 Basic requirements

11.2.1 Educational and Professional Qualifications:

- G.C.E. (A/L)
- Diploma in Clothing Technology

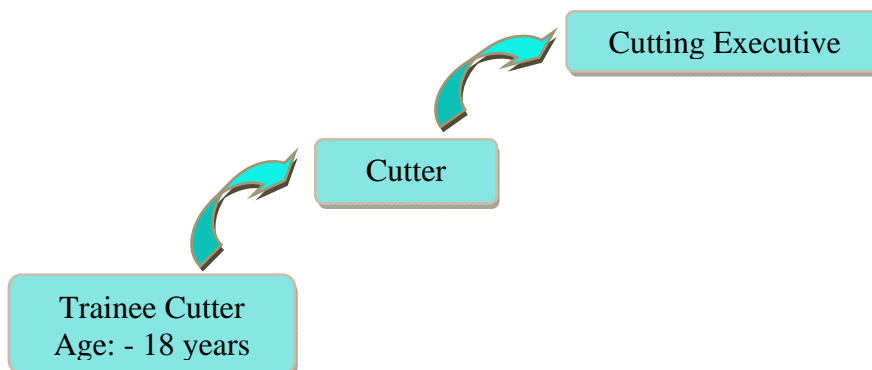
11.2.2 Experience : 8 years

11.2.3 Skills :

Leadership	Motivation
Communication	Problem Solving
Decision making skills	Computer Literacy

11.3 Salary Range : Rs. 40,000 – 60,000

11.4 Career Pathway :



12. FASHION DESIGNER

12.1 Job Description: The Fashion Designer creates the new designs

12.1.1 Level of position : Strategic Level

12.1.2 Duties and responsibilities :

- Providing new designs
- Coordinating with buyers
- Providing sample garments to the agents
- Identifying the updated information on the latest development

12.2 Basic requirements

12.2.1 Educational and Professional Qualifications:

- Diploma in Fashion Designing
- Degree in Fashion Designing

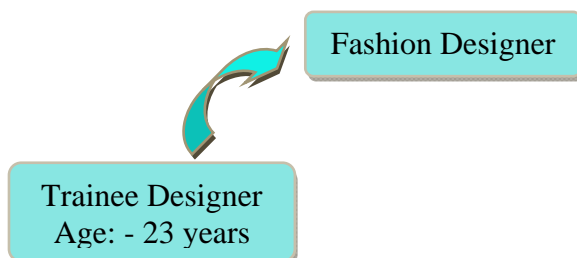
12.2.2 Experience : 5 years

12.2.3 Skills :

Marketing Skill	Interpersonal
Communication	Information Technology
Ability to understand fabric structures	Leadership

12.3 Salary Range : Rs.60,000 - 150,000

12.4 Career Pathway :



13. MERCHANDISER

13.1 Job Description: The Merchandiser organizes, bargains, develops and plans efficiency target of the factory

13.1.1 Level of position : Strategic Level

13.1.2 Duties and responsibilities :

- Sourcing of new suppliers
- Confirming and handling orders
- Visiting the mills and fairs

13.2 Basic requirements

13.2.1 Educational and Professional Qualifications:

- G.C.E. (A/L) with a certificate level course on Merchandising
- Postgraduate Professional Diploma in Marketing

13.2.2 Experience : 2 years

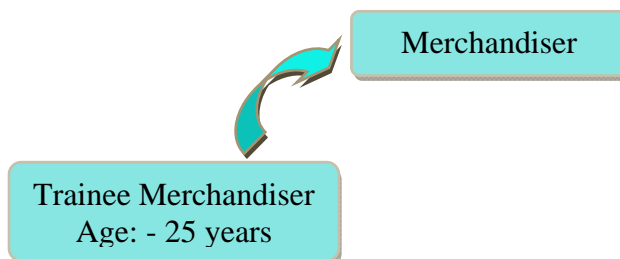
13.2.3 Skills :

Communication

Ability to work hard

13.3 Salary Range : Rs. 40,000 – 60,000

13.4 Career Pathway :



14. PLANNING EXECUTIVE

14.1 Job Description: The Planning Executive organizes production capacity plans

14.1.1 Level of position :Strategic Level

14.1.2 Duties and responsibilities :

- Coordinating with Merchandising division
- Attending pre-production meetings
- Analyzing and reviewing customer confirmation

14.2 Basic requirements

14.2.1 Educational and Professional Qualifications:

- G.C.E.(A/L) with relevant Professional qualifications
- Post Graduate Diploma in Apparel Marketing

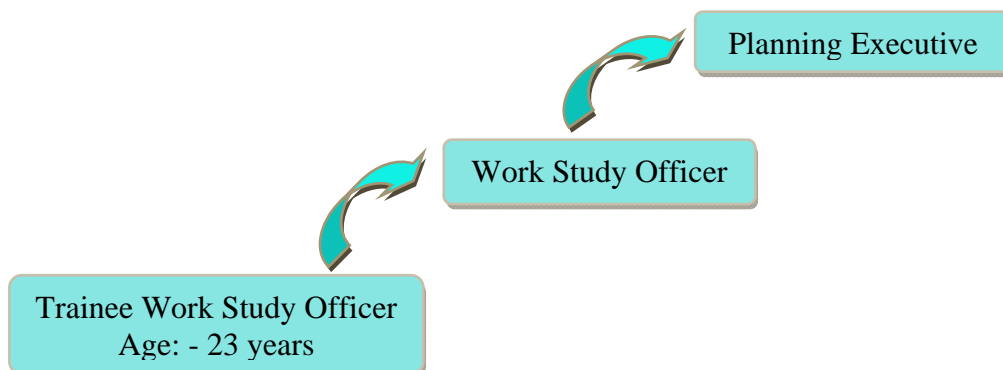
14.2.2 Experience : 5 years

14.2.3 Skills :

Coordinating Skills	Motivation
Communication	Information Technology

14.3 Salary Range : Rs. 30,000 – 60,000

14.4 Career Pathway :



15. PRODUCT DEVELOPMENT EXECUTIVE

15.1 Job Description: The Product Development Executive analyzes market trends , takes new orders, identifies new market and customers.

15.1.1 Level of position : Strategic Level

15.1.2 Duties and responsibilities :

- Conducting market research and analyzing the market trends
- Handling new developments at the factory
- Coordinating and follow-up the orders
- Following the safety procedures

15.2 Basic requirements

15.2.1 Educational and Professional Qualifications :

- Diploma in Marketing
- Degree in Marketing

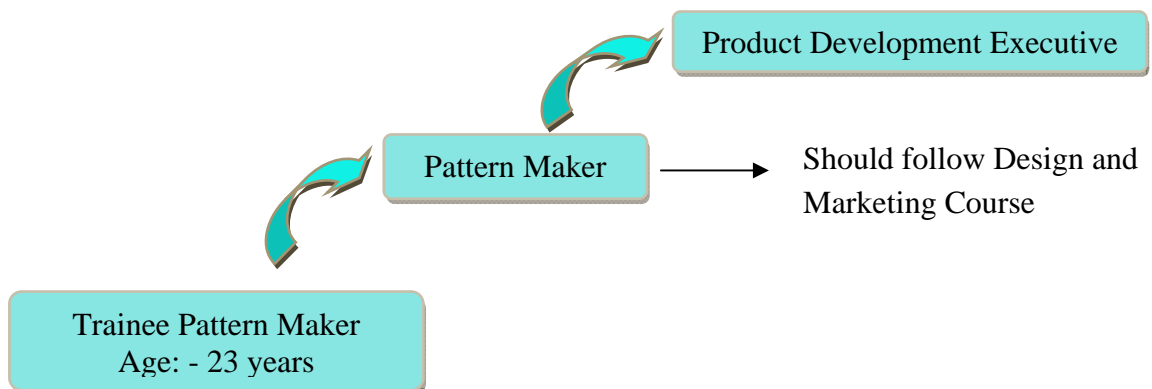
15.2.2 Experience : 5 years

15.2.3 Skills :

Leadership	Motivation
Communication	Decision Making Skills
Computer Literacy	Good knowledge of English

15.3 Salary Range : Rs.30,000 - 40,000

15.4 Career Pathway :



16. PRODUCTION EXECUTIVE

16.1 Job Description: The Production Executive assists the effective utilization of resources within the department

16.1.1 Level of position : Strategic Level

16.1.2 Duties and responsibilities :

- Ensuring the daily and monthly production target
- Monitoring and guiding the efficiency of operators
- Attending pre-production and appraisal meetings
- Coordinating with the production department

16.2 Basic requirements

16.2.1 Educational and Professional Qualifications:

- G.C.E. (A/L)
- Diploma in Textiles / Clothing Technology

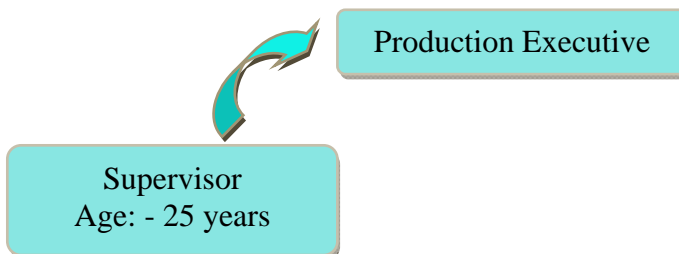
16.2.2 Experience : 4-5 years

16.2.3 Skills :

Problem Solving	Motivation
Communication	Decision Making Skills
Work Under stress	Human Relation skills

16.3 Salary Range : Rs.40,000 – 60,000

16.4 Career Pathway :



17. PRODUCTION SUPERVISOR

17.1 Job Description: The Production Supervisor manages the assigned production Lines or modules

17.1.1 Level of position: Strategic Level

17.1.2 Duties and responsibilities:

- Ensuring that the sewing line is balanced at the commencement of production, monitoring, the hourly progress
- Optimizing performance of team members through training and development, positive employee relations and knowledge transfer
- Ensuring that all pre production documents are available, trial run machine are adjusted and operators are guided to new style
- Ensuring that the minimum work in progress is maintained

17.2 Basic requirements

17.2.1 Educational and Professional Qualifications:

- G.C.E O/L
- G.C.E A/L with certificate on supervisory management

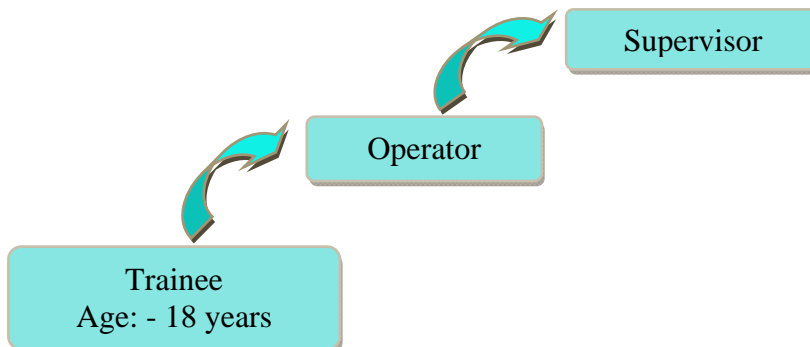
17.2.2 Experience:5 years

17.2.3 Skills:

Decision Making	Motivation
Communication	Problem Solving
Grievance Handling	Leadership

17.3 Salary Range : Rs. 25,000 – 40,000

17.4 Career Pathway:



18. QUALITY ASSURANCE EXECUTIVE

18.1 Job Description: The Quality Assurance Executive ensures the effective Functioning of the quality control system and process

18.1.1 Level of position: Strategic Level

18.1.2 Duties and responsibilities:

- Communicating with in-line quality checkers and technicians to determine quality related issues
- Closely monitoring entire production process
- Performing a routine audit of the sewing lines to ensure that garments are in-line with the requirements
- Following the feedback given by the quality checkers
- Communication with customer representatives, coordinating visits and adhering to all quality related procedures

18.2 Basic requirements

18.2.1 Educational and Professional Qualifications:

- Diploma in Textile and Clothing Technology
- Degree in Textile or Clothing Technology or equivalent

18.2.2 Experience: 5 years

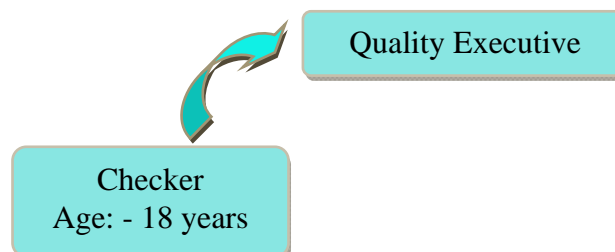
18.2.3 Skills:

Communication

Problem Solving

18.3 Salary Range : Rs.25,000 – 40,000

18.4 Career Pathway:



19. QUALITY SUPERVISOR

19.1 Job Description: The Quality Supervisor supervises quality inspection operations and ensures strict adherence to quality systems

19.1.1 Level of position: Strategic Level

19.1.2 Duties and responsibilities:

- Identifying quality specifications and feeding the production lines as per given instructions
- Ensuring the availability of standard cards, construction details, measurement sheets, to facilitate smooth quality inspections
- Identifying and attending to quality-related issues regarding top of production, in line production, pre shipment sections
- Monitoring performance, motivating, training in-line auditors regarding quality standard and inspection methods

19.2 Basic requirements

19.2.1 Educational and Professional Qualifications:

- G.C.E O/L
- G.C.E A/L and the completion of Quality Control Course

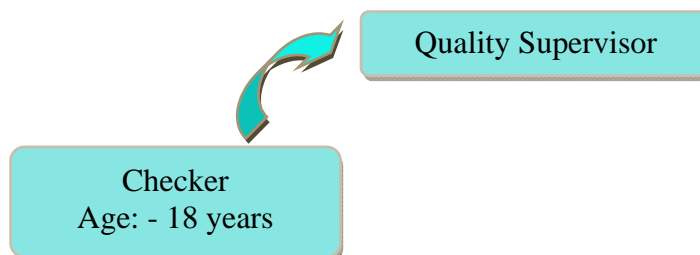
19.2.2 Experience: 3 years

19.2.3 Skills:

The eye for quality	Good Interpersonal
Demonstrating	Ability to use measuring tools

19.3 Salary Range : Rs.25,000 -35,000

19.4 Career Pathway:



OPERATIONAL LEVEL

20. ADVANCED QUALITY LEVEL CHECKER

20.1 Job Description: The advanced quality level checker carries out the quality inspection activities as per customer requirements

20.1.1 Level of position: Operational Level

20.1.2 Duties and responsibilities:

- Ensuring that the quality of the finished garments meets the customer requirement and specifications
- Preparing relevant documents such as accepted quality level summary, accepted quality level certificate

20.2 Basic requirements

20.2.1 Educational and Professional Qualifications:

- G.C.E O/L
- G.C.E A/L and the completion relevant course

20.2.2 Experience: 2 years

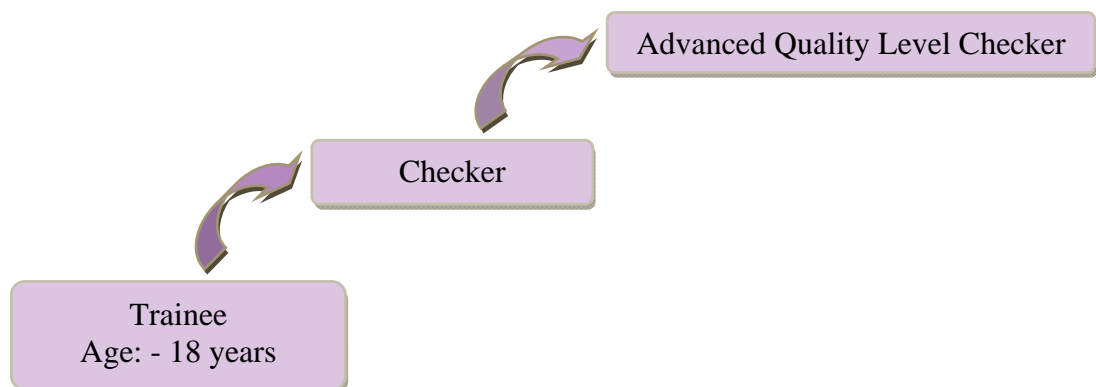
20.2.3 Skills:

The eye for quality

Ability to identify defects

20.3 Salary Range : Rs.25,000 – 30,000

20.4 Career Pathway:



21. ATTACHMENT MAKER

21.1 Job Description: The Attachment Marker carries out all work aid fabrications to meet the requirements of the production department.

21.1.1 Level of position : Operational Level

21.1.2 Duties and responsibilities :

- Carrying out instructions given by Production and Industrial Engineering Department
- Designing work aids
- Handing over the fabricated items to the requester
- Assisting in resolving sewing faults
- Maintaining an inventory of available work aids

21.2 Basic requirements

21.2.1 Educational and Professional Qualifications :

- G.C.E O/L with recognized training on attachment manufacture

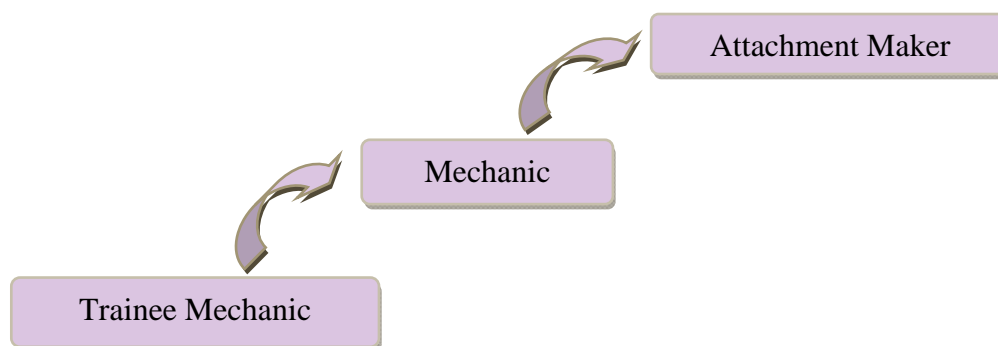
21.2.2 Experience : 1 years

21.2.3 Skills :

Innovative	Crafting skills
Finger dexterity	Ability to practice safety devices

21.3 Salary Range : Rs. 25,000 – 100,000

21.4 Career Pathway :



22. CUTTER

22.1 Job Description: The Cutter cuts the fabric according to the instructions given

22.1.1 Level of position : Operational Level

22.1.2 Duties and responsibilities :

- Checking all information given by the marker
- Assisting the supervisor to monitor the progress

22.2 Basic requirements

22.2.1 Educational and Professional Qualifications:

- G.C.E. (O/L)
- G.C.E. (O/L) with 3 years experience in cutting

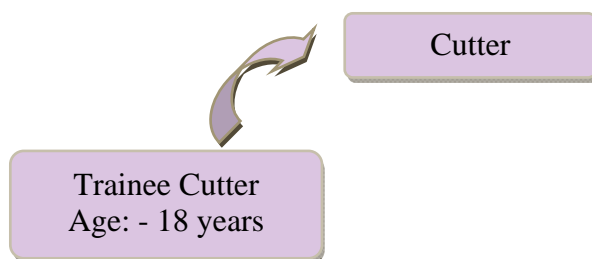
22.2.2 Experience : 3 years

22.2.3 Skills :

Ability to read	Ability to understand technical information
Hand-eye-foot dexterity	Knack for quality

22.3 Salary Range : Rs.40,000 – 50,000

22.4 Career Pathway :



23. ELECTRICAL FOREMAN

23.1 Job Description: The Electrical Foreman Monitors smooth operations of the Organization, Whilst taking measures to secure a safe work.

23.1.1 Level of position: Operational Level

23.1.2 Duties and responsibilities:

- Managing all electrical installations and equipment at the required standard
- Conducting daily team meetings and resolution of electrical issues
- Managing all electrical spare parts and items
- Preparing periodic maintenance schedules
- Identifying the requirements of energy saving practices

23.2 Basic requirements

23.2.1 Educational and Professional Qualifications:

- G.C.E. A/L and a certificate level training in Electrical Engineering
- G.C.E. A/L and a certificate level training in Electrical Engineering

23.2.2 Experience : 3 years

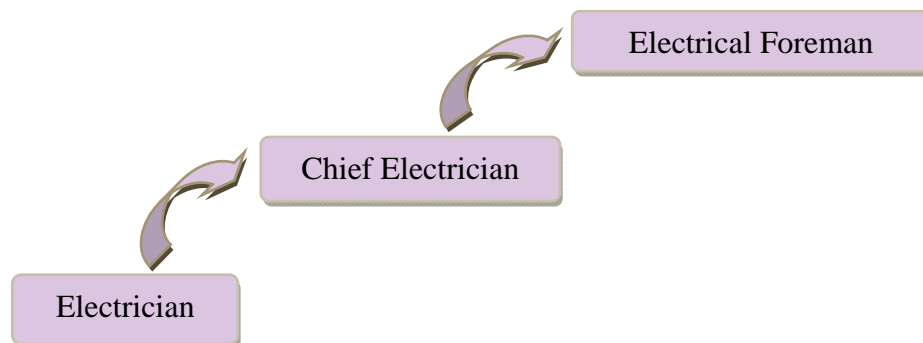
23.2.3 Skills :

Knack for electrical work

Diagnostic skills

23.3 Salary Range : Rs. 35,000 – 60,000

23.4 Career Pathway :



24. ELECTRICIAN

24.1 Job Description: The Electrician maintains all electrical and electronic devices in production and non production machinery.

24.1.1 Level of position : Operational Level

24.1.2 Duties and responsibilities :

- Ensuring spares, tools and other accessories are available
- Monitoring repairs and complying further modifications
- Attending to all electrical and electronic breakdowns
- Checking the panel boards of generator room and ensures security of tools and equipments
- Adhering to procedures with regards to operations of generator, compressors, A/C system and irons

24.2 Basic requirements

24.2.1 Educational and Professional Qualifications :

- Trade level certificate in Electrical Engineering

24.2.2 Experience : 2 years

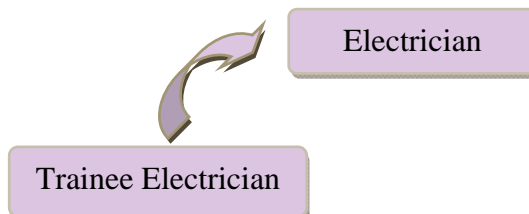
24.2.3 Skills :

Knack for electrical work

Diagnostic skills

24.3 Salary Range : Rs. 18,000 – 30,000

24.4 Career Pathway :



25. END LINE QUALITY CHECKER

25.1 Job Description: The End Line Quality Checker checks and ensures the quality standards of the sewn garments in terms of specifications.

25.1.1 Level of position : Operational Level

25.1.2 Duties and responsibilities :

- Checking the quality of all garments whilst sorting the checked garments and handing over the defectives back to the team
- Maintaining and updating the defect and reject analysis report
- Maintaining the records of transfer quantities and balancing the output
- Educating the new comers on defect types and providing feedbacks to the management on their performance

25.2 Basic requirements

25.2.1 Educational and Professional Qualifications :

- G.C.E (O/L)
- Certificate on Quality Control

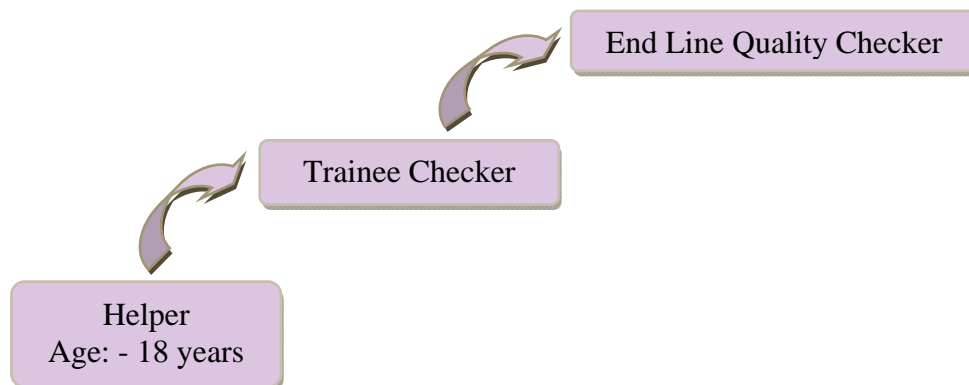
25.2.2 Experience : 6 months

25.2.3 Skills :

Eye for quality

25.3 Salary Range : Rs. 25,000 – 35,000

25.4 Career Pathway :



26. ENGINEERING MECHANIC

26.1 Job Description: The Engineering Mechanic attends to breakdowns and Maintenance of all sewing machines in order to ensure Maximum machine-up time.

26.1.1 Level of position : Operational Level

26.1.2 Duties and responsibilities :

- Checking the settings of all sewing machines at the beginning of work
- Attending and rectifying breakdowns at the least time period
- Carrying out preventive maintenance on the machines as per given schedules and instructions
- Placing machines according to the layout
- Fabricating basic work aids and attachments as per the specifications

26.2 Basic requirements

26.2.1 Educational and Professional Qualifications :

- G.C.E O/L with training on sewing machine maintenance and on the job training
- G.C.E O/L with training on sewing machine maintenance and On the job training covering areas of machine maintenance

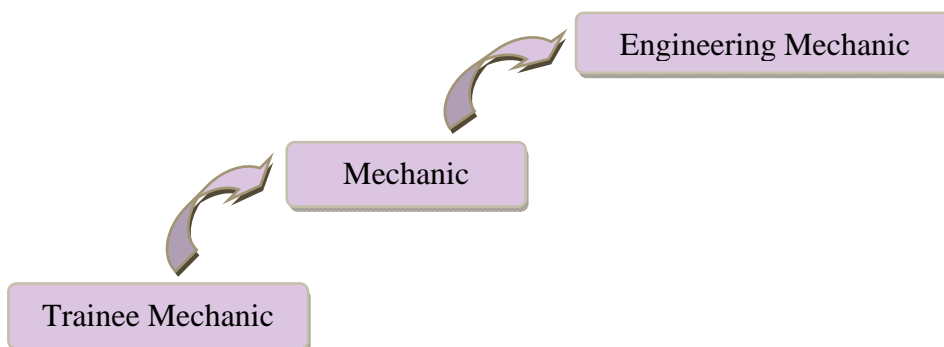
26.2.2 Experience : 6 months

26.2.3 Skills :

Ability to read and understand technical manuals	Ability to work with stress
Ability to detect faults	Problem Solving skill

26.3 Salary Range : Rs. 10,000 – 45,000

26.4 Career Pathway :



27. IN LINE QUALITY CHECKER

27.1 Job Description: The In Line Quality Checker monitor quality levels of garments As per customer requirements and ensures adherence to stipulated standards.

27.1.1 Level of position: Operational Level

27.1.2 Duties and responsibilities:

- Checking the appropriate samples against customer specifications and forwarding to supervisor for pilot appraisal
- Preparing and maintaining standard operations and critical quality points, measurement boards communicating
- Checking stitches per inch of sewing operators
- Monitoring the reports maintain by end line checkers and Preparing the in-line quality controller reports
- Selecting the production samples requested by the customers and checking all measurements
- Ensuring safety procedures

27.2 Basic requirements

27.2.1 Educational and Professional Qualifications :

- G.C.E. O/L

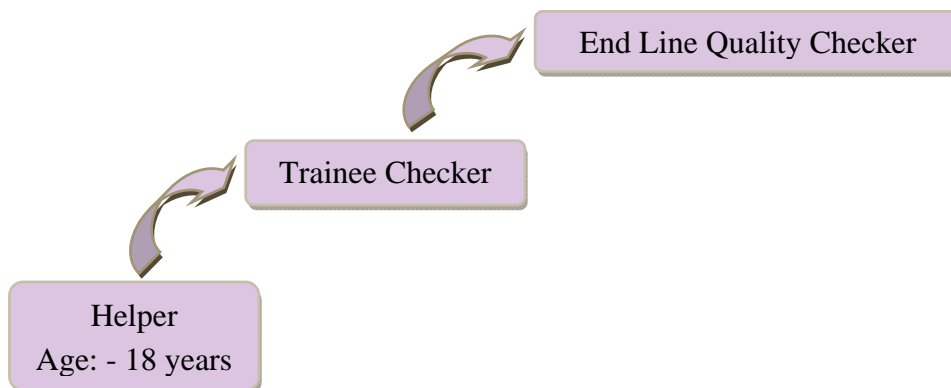
27.2.2 Experience : 1 year

27.2.3 Skills :

Leadership	Motivation
Communication	Team Work

27.3 Salary Range : Rs. 20,000 – 30,000

27.4 Career Pathway



28. IRONER

28.1 Job Description: The Ironer irons and presses finish garments which are received From sewing line, button section or the stores

28.1.1 Level of position : Operational Level

28.1.2 Duties and responsibilities :

- Ironing and pressing finish garments as per the given instructions
- Coordination with supervisor to identify the best ironing and pressing method
- Ensuring the proper upkeep of the irons and informing the maintenance division in case of breakdowns

28.2 Basic requirements

28.2.1 Educational and Professional Qualifications:

- A pass in grade 8
- A pass in grade 8 with 6 month on the job training

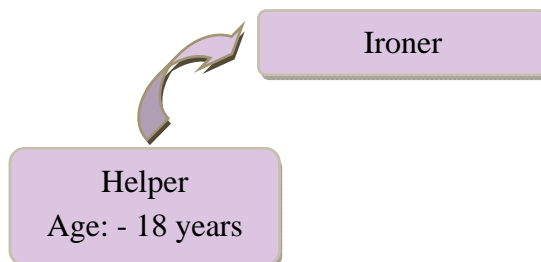
28.2.2 Experience: 3 months on the job training

28.2.3 Skills:

Hand and finger dexterity

28.3 Salary Range : Rs.20,000 – 30,000

28.4 Career Pathway:



29. MECHANICAL FOREMAN

29.1 Job Description: The Mechanical Foreman supervises maintenance section and ensures smooth production process without interruption.

29.1.1 Level of position: Operational Level

29.1.2 Duties and responsibilities:

- Maintaining machinery at the requested standard and providing technical advice to mechanical team
- Monitoring the need of machine spare parts
- Preparing periodic maintenance schedules
- Identifying the requirements of mechanical team and deciding action plan

29.2 Basic requirements

29.2.1 Educational and Professional Qualifications:

- G.C.E. A/L and certificate level training in Mechanical Engineering
- Certificate level training in Mechanical Engineering

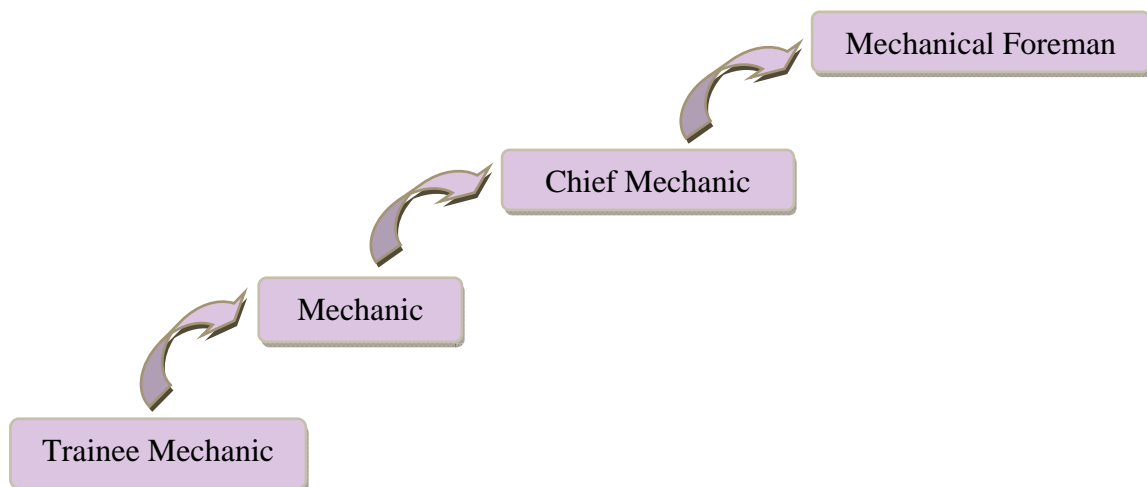
29.2.2 Experience : 2 years

29.2.3 Skills :

Trouble shooting skills

29.3 Salary Range : Rs.40,000 – 100,000

29.4 Career Pathway :



30. PATTERN MAKER

30.1 Job Description: The Pattern Maker prepares patterns and development of samples and taking steps to get approval of total production.

30.1.1 Level of position : Operational Level

30.1.2 Duties and responsibilities :

- Drafting patterns
- Guiding the sample makers and following technical specifications
- Facilitating the product development process

30.2 Basic requirements

30.2.1 Educational and Professional Qualifications:

- G.C.E. (O/L) with training in pattern making
- G.C.E. (A/L) with training in pattern making

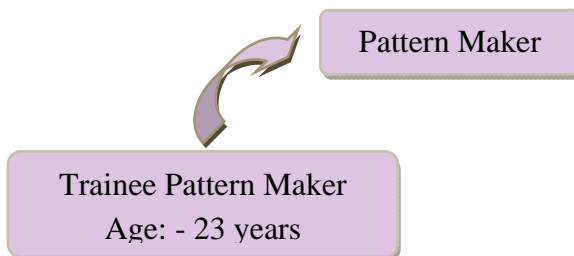
30.2.2 Experience : 5 years

30.2.3 Skills :

Creativity	Innovativeness
Draping skill	Team Work

30.3 Salary Range :Rs.35,000 - 75,000

30.4 Career Pathway :



31. PRODUCTION TECHNICIAN

31.1 Job Description: The Production Technician provides technical advice and Guidance to technicians and sewing machine operators

31.1.1 Level of position: Operational Level

31.1.2 Duties and responsibilities:

- Analyzing samples; identifying styles specification; measurements with the tech pack; developing effective sewing methods
- Solving and assisting the technicians in solving technically-related issues
- Training, instructing and guiding the operators on critical operations

31.2 Basic requirements

31.2.1 Educational and Professional Qualifications:

- G.C.E O/L
- G.C.E O/L with certificate level course on Clothing Technology

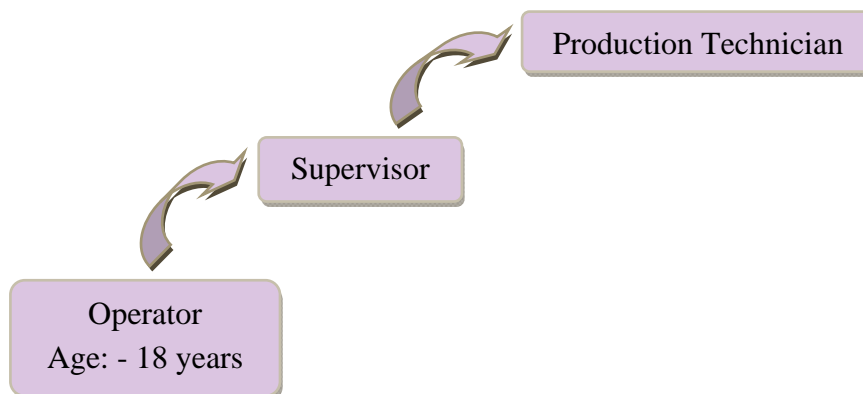
31.2.2 Experience: 3 years

31.2.3 Skills:

Finger dexterity	Demonstrating
Coaching skills	Sewing

31.3 Salary Range : Rs.30,000 – 75,000

31.4 Career Pathway:



32. SAMPLE ROOM MACHINE OPERATOR

32.1 Job Description: The Sample Room Machine Operator creates samples

32.1.1 Level of position : Operational Level

32.1.2 Duties and responsibilities :

- Drafting patterns
- Guiding the sample makers and following technical specifications
- Facilitating the product development process

32.2 Basic requirements

32.2.1 Educational and Professional Qualifications:

- G.C.E. (O/L) with sewing machine operating
- G.C.E. (O/L) with sewing machine operating

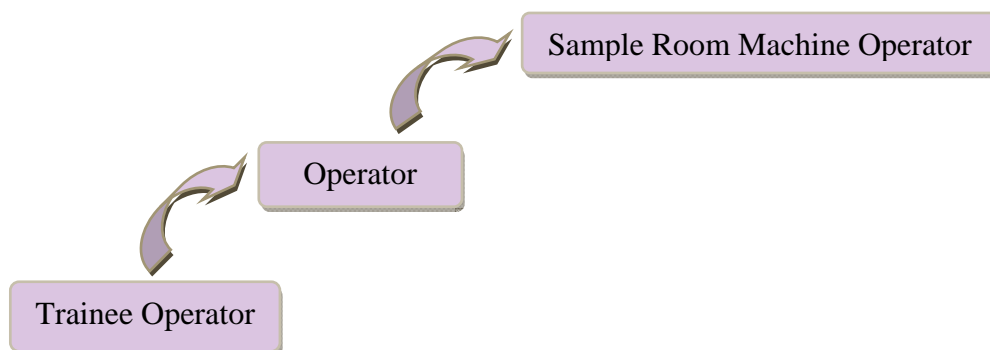
32.2.2 Experience : 3 years

32.2.3 Soft Skills :

Ability to read and understand technical specifications

32.3 Salary Range : Rs.20,000 - 40,000

32.4 Career Pathway :



33. SEWING MACHINE OPERATOR

33.1 Job Description: The Sewing Machine Operator carries out the sewing operations of garments to achieve target efficiency

33.1.1 Level of position: Operational Level

33.1.2 Duties and responsibilities:

- Ensuring that the sewing of the garment components match daily production targets of the team
- Verifying certain conditions at the commencement and ensuring machine is cleaned before commencing the sewing operations
- Ensuring that the garment components and fabrics are gently handled to avoid damages
- Ensuring the up-keep of sewing machines

33.2 Basic requirements

33.2.1 Educational and Professional Qualifications:

- Pass grade 8
- G.C.E O/L

33.2.2 Experience: 1 years

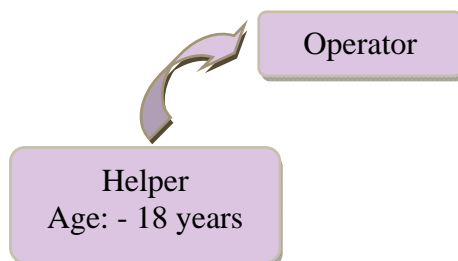
33.2.3 Skills:

Basic Machine trouble shooting

Good hand- eye-foot dexterity

33.3 Salary Range : Rs. 15,000 – 35,000

33.4 Career Pathway:



References

- Joint Apparel Association Forum (2007, August). Competence Beyond: Guide Providing Holistic, understanding of human capital in the Apparel and Textile Industry.