INDUSTRIAL CLOTHING COMPANY

Route 24, Unit J1, 50 Herman Street
Meadowdale, Johannesburg, South Africa
PO Box 275, Edenvale 1610, South Africa

T +27 11 974 8815
F +27 11 974 8816
E info@industrialclothing.co.za

industrialclothing.co.za

THE INDUSTRIAL CLOTHING COMPANY (PTY) LTD.
Co. Reg. No. 1994/008893/07

Job Title: Garment technologist

CV Submissions: justin@industrialclothing.co.za

Role summary

The Garment Technologist ensures the flawless translation of design ideas into high-quality, commercially viable garments and is responsible for ensuring that all garments and related products meet the company's design intent, quality standards, fit, and cost requirements — from initial concept through to bulk production. The role bridges design, merchandising, and manufacturing, combining technical precision with commercial awareness.

This position requires a strong understanding of garment construction, pattern development, and production processes. It also involves direct liaison with both local, regional and international suppliers, identifying and onboarding new factories, and managing prototype and development sampling to achieve the best possible product outcome.

The ideal candidate combines technical garment expertise with practical manufacturing insight and strong commercial acumen.

Key responsibilities

- Support the drawing up and amending of tech packs (including measurements, construction details, trim/label/branding specs) to be sent to suppliers.
- Manage sample development process (development, fit, pre-production) with suppliers and company stakeholders. Track and review until samples are approved.
- Support the development of fabric, trim, branding components and packaging, and ensure that they meet specification, colour, construction, hand-feel and brand requirements.
- Maintain a comprehensive technical data library (including specs, size charts, construction guidelines, quality manuals, consumptions/ratings, tech packs).
- Have a keen understanding of supplier, factory capacity, delivery lead-times and quality.
- Advise internal stakeholders (design, merchandising, sourcing, production) on technical aspects of garments and construction, offering solutions or alternatives when necessary.
- Conduct and oversee fit sessions, advising on pattern adjustments and construction improvements to achieve desired form, fit and function.
- Oversee the sign off on all samples received from factories, ensuring they meet specifications, fit, quality, workmanship, finishing and brand standards.
- Ensure accurate, timely communication with management, suppliers and cross-functional teams on all matters relating to design, approvals, sample production progress, deliveries, risk areas and issue resolution.
- Assist with trend research, range planning and buying presentations.
- Oversee the AQL (Acceptable Quality Level) process and provide accurate feedback to factories relating to factory defects, audit failures and production problems.

- Draw up and/or approve garment size specifications (size charts) and make revisions as needed. Liaise with inhouse pattern-making department or supplier to ensure correct size progression.
- As required, source, evaluate, and onboard new factories or suppliers, ensuring they meet quality, compliance, ethical, and capacity standards.
- Liaise with design, patternmaking and factory technical teams to adapt designs to suit efficient production methods, cost-effective construction and yield optimisation.

Working conditions

- Office-based with frequent interaction with design, merchandising, operations and procurement teams.
- Factory and supplier visits, both locally and abroad, may be required.
- Working to seasonal product development timelines and deadlines – occasional extended hours may be necessary to meet launch schedules.

Required skills and experience

- Diploma or Degree in Garment Technology, Clothing Production, Textile Design, or related field.
- Minimum 5 years of experience in a similar garment technology role (manufacturing, retail, or brand environment).
- Proven experience working with both local and import suppliers/factories.
- Demonstrated ability to source and develop new factories/suppliers, including prototype management.
- Strong understanding of garment construction, pattern making, grading, and fitting.
- Excellent knowledge of fabrics, trims, lab dips, and garment testing standards.
- Proficiency in MS Office, Excel, Word and Powerpoint.
- User knowledge of Lectra, Illustrator and Photoshop is beneficial.
- Exceptional attention to detail, organisation, and problem-solving skills.
- Strong interpersonal and communication abilities; capable of translating technical language for non-technical stakeholders.
- Commercial awareness, the ability to balance quality, cost, and delivery deadlines.
- Willingness to travel locally and regionally for supplier visits, factory assessments, and product development meetings.
- Experience with men's and women’s garments as well as woven and knitted textiles.