



BEGA North America is a world-renowned manufacturer of architectural lighting, control and furniture solutions.

Who we want to be

Companies create a vision statement to answer a very important question, where are we going? A vision statement says what the organization wishes to be like in some years' time. It's usually drawn up by senior leadership to take thinking beyond day-to-day activity in both a clear and memorable way. Here at BEGA, **our vision is to be the industry's premier provider of architectural outdoor lighting, control, and furniture solutions.**

Why we exist

Companies create a mission statement to answer the most important question, why do we exist? Its aim is to provide focus for management and staff. Mission is synonymous with shared purpose and emphasizes how the organization should view and conduct itself. Our mission should find a way to express the organization's impact on the lives of whomever we are trying to serve, and more importantly make them feel it! Here at BEGA, we have an unwavering commitment to quality above all, in our people, products, partners, and processes. Therefore, **our mission is to build quality into everything we do.**

Who we are

Why does a company take time to define its core values? Because values govern behavior and describe our organization's desired culture.

- **Fostering Trust** – Everyone at BEGA is responsible for creating an environment of trust. To do this, each of us must have the freedom to communicate with anyone, and it must be safe for everyone to offer ideas.
- **Building Community** – We are a diverse community of passionate and self-driven individuals who act with integrity, treat people with kindness and respect, hold one another accountable to the highest standards, and collectively promote work-life balance.
- **Embracing Growth** – We embrace perpetual growth and development, continuous learning, and constant improvement, enabling the brand, the organization, and the individual to realize their full potential.
- **Living Responsibly** – We are committed to social responsibility and minimizing our impact on the environment over time. To deliver on this mission critical promise we take a balanced approach to people and the planet.

What we believe in

- **Respect** – we treat everyone with respect by being polite and kind.
- **Integrity** – we act with integrity by being honest and following our moral and ethical convictions.
- **Ownership** – we possess an orientation of ownership and a mentality that desires us all to thrive.
- **Accountability** – we lead by example, always accountable for doing what we agreed we would do



Position Profile

The Assembler I position assists in all aspects of the Assembly process to ensure the on-time delivery of components that meet BEGA's quality and performance standards. This includes but is not limited to a range of routine mechanical and/or electromechanical assembly operations, under well-defined instructions and in accordance with company policy and safety procedures, quality testing, daily performance review in a teamwork environment, problem solving, and participating in a department-wide 5S program. The Assembler I will work under the direct supervision of the Cell Lead and Dept Supervisor in cooperation with other employees as part of a work team as well as individually throughout different production areas of the department.

Knowledge & Experience

- Ability to communicate in English (Read, Write, Speak)
- Ability to count accurately and do basic math
- Ability to follow verbal and written instructions
- Ability to follow machine operation instructions
- Competency with hand tools
- Good interpersonal skills
- Previous manufacturing/assembly experience preferred but not necessary
- Basic computer skills preferred, but not necessary (Microsoft office, email, etc)

What you'll do

- Assemble BEGA fixtures by following specific work instructions
- Perform electrical tests as required on products
- Follow instructions of engineering drawings and Bills of Materials
- Machine operation tasks including machine setup, material tending, operation, and waste disposal
- Adhere to Standard Work for all tasks performed



- Maintain regular, punctual attendance
- Participate in daily stand-up meeting to review tier I level performance
- Adhere to productivity standards of the department
- Perform situational problem solving (5why)
- Participate in department-wide 5S program to maintain a clean and orderly workplace
- Conduct user-driven maintenance of tools and equipment, as assigned
- Adhere to all safety standards
- Work both independently and in a team environment, as required
- Provide input for improvement of cell or work area
- Perform other duties as assigned by Lead, Supervisor, or Department Manager

Leadership Principles

And finally, BEGA has put forth a set of governing principles. If values govern behavior, principles govern consequences, and we've established four principles to provide the entire organization with a set of hierarchical directions for decision-making. First and foremost, as a leader at BEGA, you are the Brand. Be proud of it and protect it. Second, People are BEGA's most valuable asset. Our decisions should always reflect this. Third, Safety is our first priority. Zero lost-time accidents is not a goal, it's an expectation. Last but not least, we strive for Excellence in everything we do!

Position Dimensions

- Single shift (up to 12 hours)
- Overtime, including weekends, when required
- Fast-paced, frequently changing environment
- Strong safety culture
- Standing for sustained periods of time required



- Lift up to 50lbs required
- Use of all applicable PPE is required
- 85-95% of daily shift spent in direct manufacturing

Salary Range

\$18.50 - \$20.00 Hourly depending on experience/qualifications reflects the negotiable range for hire. The top of the range \$23.37, is reserved for salary advancement and growth for this position

BEGA North America is located in the heart of the picturesque “American Riviera” just south of Santa Barbara. This setting offers endless access to outdoor activities such as hiking, sailing, surfing, mountain biking, and the likes. We offer an attractive compensation package, including health care, 401(k), vacation and personal pay, educational reimbursement program, on-site gym, jogging path, wellness programs and a remarkable work environment.