



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** – 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.
- **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 Assembly Supervisor is responsible for the day-to-day supervision of Assembly department personnel in order to meet BEGA North America's business objectives as they relate to the department. The area of responsibility includes sub-assembly and luminaire assembly. This position provides leadership and supervision to members of the assembly team and reports to the Manufacturing Manager.

Knowledge & Experience

- Experience with electro-mechanical assembly. Ability to understand BOM structure.
- Experience supervising/managing in a manufacturing operation including safety, performance management, mentoring, training and development, and timekeeping/payroll.
- Demonstrated record of successfully implementing and sustaining improvement actions on the production floor using problem-solving tools (PDCA, 5-Why).
- Experience utilizing lean concepts/tools such as 5S/6S, 8-wastes, standard work, and one-piece-flow.
- Effective communication skills (verbal, written) in a one-on-one and team environment. Spanish language skills a plus.
- Computer and software competency with MS Office Suite (Excel, Word, PowerPoint), and ERP systems.
- HS diploma, and 4 years of experience in a leadership position in a manufacturing environment.



What you'll do

- Set the safety climate within the department encouraging near miss reporting, responding appropriately to all near misses, first aid and/or OSHA recordable injuries to prevent recurrence.
- Ensure that all department personnel have the appropriate training, work instructions, tools, and equipment to be successful.
- Lead department projects to drive continuous improvement in safety, on-time delivery, quality, and productivity.
- Develop department employees by applying situational coaching and leadership techniques.
- Facilitate department Tier I reviews, updating metrics and driving daily improvement actions for safety, delivery, quality, and productivity.
- Work with vendors and the purchasing department to ensure an adequate supply of tools, and consumable materials that is cost effective and minimizes spoilage.
- Administer employee policies, practices, procedures, and work rules that are appropriate for the department.
- Works with individual employees to set goals that align with department objectives. Help employees achieve goals through regular check-ins, coaching, daily management, and performance reviews.
- Participate in recruiting activities for open department positions including interviewing, providing feedback to candidates and HR, and onboarding.

Performance Measurements

- Improvement in department metrics (Safety, OTD, Quality, Productivity).
- Timely completion of agreed upon goals that support the overall business objectives.
- Demonstrated ability to problem solve, drive for results, manage process, communicate effectively, and make quality decisions.
- Improve and strengthen the company culture by demonstrating BEGA's values in your words and actions.

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 direction 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 asset. Our decisions should always reflect this. Third, Safety is our priority. Zero lost-time accidents are not a goal, it's an expectation. And finally, we strive for Excellence in everything we do!



Position Dimensions

- Single shift (up to 12 hours) with 10-15 employees
- Manage 2-6 work cells that produce 1000-3000 finished goods per week.
- 35-55% of daily time spent directly in manufacturing areas.

BEGA North America is headquartered in the heart of the picturesque “American Riviera” just south of Santa Barbara. Additionally, we have BEGA Campus 2 (BC2), which is part of a master-planned community known as Baseline located in Broomfield, Colorado. Baseline is a community created for people who are social by nature, who value experiences over things, and who regularly gaze west towards the Rockies to remind themselves why they live in Colorado. Both settings offer endless access to the outdoors with plenty of activities such as hiking, sailing, and mountain biking. We offer an attractive compensation package, including health care, 401(k), paid time off, educational reimbursement program, wellness programs, and a remarkable work environment.