



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

Service leads the customer experience, and delivering an exceptional experience requires a unified front across the entire company. As a champion of the BEGA Business System, the Director of People and Culture will be a strategic leader responsible for developing and implementing strategies that foster a positive and inclusive workplace culture, aligning HR practices with BEGA North America's organizational goals. As a member of the Executive Leadership Team, key responsibilities include managing all aspects of human resources, such as recruiting, employee relations, legal compliance and risk management, performance management, and compensation, while also focusing on employee engagement, development, and retention. This role requires a deep understanding of both the HR lifecycle and a strategic approach to talent management to drive employee well-being and business success.

Knowledge & Experience

- Bachelor's degree in Human Resources, Psychology, or Business Administration is desired.
- Candidates with professional training, industry certifications, or advanced degrees are preferred.
- 5-10 years' work experience as an HR Director, preferably in a manufacturing environment.
- Strong knowledge of California and Colorado labor and employment laws.
- The ability to build strong relationships and foster a sense of community within the organization.
- Excellent communication and leadership skills.
- Possesses the desire, capacity, and toolset necessary to drive continuous improvement.
- Has a history of building effective teams, elevating the efforts of others, and growing careers.
- Possesses a positive, professional attitude, and a willingness to be part of a team environment.

What you'll do

- Execute HR strategies that support the overall business strategy.
- Implement HR initiatives that promote employee engagement, enhance and transform company culture.
- Oversee recruitment and talent retention strategies to ensure the organization always has the workforce it needs.
- Implement performance management systems that encourage continuous improvement.
- Develop workforce planning and talent management processes to enhance organizational effectiveness.
- Ensure compliance with all California and Colorado labor and employment laws.
- Collaborate with other departments, such as finance, operations, sales and marketing, and engineering to align HR initiatives with broader organizational goals.
- Manage the HR department's budget and allocate resources effectively.
- Maintain confidentiality in HR matters and uphold high ethical standards.



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 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. And last but not least, we strive for Excellence in everything we do!

Salary Range

\$135,000.00 - \$160,000.00 Annually depending on experience/qualifications reflects the negotiable range for hire. The top of the range \$185,000.00 is reserved for salary advancement and growth for this position. Total compensation is subject to a significant bonus plan.

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.