



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 Modification Engineer 2 is responsible for design and manufacturing support for product modification. The Modification Engineering team works closely with our Solutions Engineering Team and Manufacturing team to bring customer defined special project needs to fruition. BEGA North America has a broad portfolio of products for the architect or designer to choose from when creating their unique built environment. However, there are times when our standard product will not give them the performance, look or feel desired. The Modifications Engineering Team is uniquely positioned between our outward facing Solutions Engineering Team and our talented Manufacturing Team to make the architect's or designer's vision achievable. The Modification Engineer will report to the Modification Manager. The ideal candidate will have a strong mechanical engineering mind set, Solid Works Experience, a creative/can do disposition, a desire to provide world class customer service internally and externally, a desire to find a solution and be an effective communicator.

Knowledge & Experience

- Successful completion of a BS degree in Mechanical Engineering or similar field required.
- Strong mechanical design skills with an emphasis on attention to detail.
- 2 to 4 years of experience with mechanical design preferably related to lighting equipment and installation
- Initiative to complete project work with minimal supervision.
- Good oral and written communication skills.
- Proficient with 3D modeling software suites – SolidWorks, AutoCAD or the equivalent.

What you'll do

- Design, document, test and put into production, custom product modifications to meet customer defined needs.
- Maintain BEGA quality across all modifications.
- Develop a cost for each modification and use that to create a price we will quote the customer.



- Develop and maintain a strong, professional and supportive relationship with Solutions Engineering Team, Manufacturing Team and Sales Support Team as part of the BEGA Team that provides world class customer service to our customers, partners and each other.
- Create 3D models and 2D drawings of new component parts, work with purchasing to source and define those components.

Performance Measurements

- Communicates effectively while acting with respect, integrity, and accountability to subordinates and all levels of management.
- Challenge the process! Promote continuous improvement throughout the organization.
- Ensure quality above all, this position is critical to implementing this core value.

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!

Position Dimensions

- Minimal travel required for job site visits and conferences.

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.