



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 Summary

The Financial Analyst/Senior Accountant will be a key member of the finance team, responsible for both managing day-to-day accounting functions and performing in-depth financial analysis. This hybrid role involves preparing accurate financial reports, conducting detailed analysis, assisting with budgeting and forecasting, and ensuring compliance with accounting principles and regulations. The ideal candidate is a detail-oriented, analytical self-starter with a proven track record of accurate financial reporting and strategic business support.

Knowledge & Experience

Education and Experience:

- Bachelor's degree in Accounting, Finance, Economics or a related field.
- 8 years of progressive experience in accounting or finance; experience in both areas is highly preferred.
- Experience with ERP systems (e.g., Oracle, SAP) is highly desirable.
- Experience with manufacturing is highly desirable.

Skills and Abilities:

- Strong knowledge of Generally Accepted Accounting Principles (GAAP).
- Advanced proficiency in Microsoft Excel for financial modeling and data analysis.
- Aptitude for financial systems, technology and software “report writers.”
- Exceptional analytical and problem-solving skills, with a high degree of accuracy and attention to detail.
- Excellent communication skills, both written and verbal, with the ability to present complex financial information clearly to non-financial audiences.
- Ability to work both independently and collaboratively managing multiple priorities and deadlines.
- Strong organizational skills and the ability to maintain a high level of confidentiality.



What you'll do

Accounting and Reporting:

- Maintain the full cycle accounting process, including preparing and reviewing journal entries, account reconciliations, and the monthly, quarterly, and year-end close procedures.
- Maintain the general ledger and ensure the integrity and accuracy of all financial transactions.
- Prepare and analyze financial statements, including balance sheets, income statements, and statements of cash flow, ensuring compliance with GAAP.
- Coordinate and support internal and external audits by preparing necessary documentation and responding to auditor inquiries.
- Maintain and improve financial control procedures and documentation to ensure efficiency and accuracy.

Financial Planning and Analysis (FP&A):

- Conduct in-depth financial analysis, including variance analysis (budget vs. actual), trend analysis, and profitability analysis, to provide actionable insights to management.
- Assist in the development and preparation of annual budgets and quarterly forecasts.
- Build and maintain financial models to support business decisions and predict future performance.
- Analyze key business information and performance drivers to identify opportunities for cost optimization and revenue enhancement.

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

- Position Classification is Exempt.
- Location: Carpinteria, CA

Salary Range

\$83,600.00 - \$108,700.00 Annually, depending on experience/qualifications, this range reflects the negotiable range for hire. The top of the range \$133,800.00 is reserved for salary advancement and growth for this position.

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.