



**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. The Plant Manager is responsible for the overall performance of the manufacturing facility, including Safety, Quality, Delivery, Cost, and People Development across all production teams. This role provides leadership and direction to all plant functions to ensure operational excellence, continuous improvement, and alignment with company objectives.

The Plant Manager fosters a culture of accountability, respect, integrity, ownership, and continuous improvement while driving performance through standardized processes, daily management systems, and effective leadership.

The Plant Manager will be responsible for operational excellence in support of world-class service delivery in all make areas, as well as support areas of Bega on our beautiful site in Carpinteria, CA. Primary responsibilities include resource alignment, order fulfillment, and coordinating support with the appropriate teams at the Broomfield, CO location when necessary.

When taking on these responsibilities, it is important to consider BEGA's service purpose, which is build trust and confidence with our customers. Our service purpose emphasizes how the organization should view and conduct itself and it expresses our desired impact on the lives of whoever we are trying to service. More simply put, it is the systematic reason behind how we make people feel. Everyone will always be celebrated for being "on purpose," even if they temporarily find themselves "off task."

### Knowledge & Experience

- The Plant Manager must be organized, detail-oriented, a critical thinker, able to quickly understand current processes and how they apply to the overall business
- 10-15 years of progressively increasing managerial experience in a manufacturing environment
- College degree or equivalent experience
- Excellent mechanical abilities
- Electro-mechanical assembly experience
- Excellence skills with operational excellence, lean and/or six sigma (or similar) efficiency improvement program
- Thorough knowledge of applicable machine tools and usage
- Proven track record in controlling costs to budget
- Proven track record of successful problem solving utilizing critical thinking skills in a fast-paced environment
- Must possess and demonstrate exceptional leadership qualities and be able to motivate/engage personnel
- A strong background working within a team-based organization, including serving as a team member, SME, or as the lead of an integrated team



- Ability to read blueprints, engineering drawings and or/schematics
- Good computer skills
- Experience and success transitioning engineering prototypes, first articles to full production rates for low volume, high mix environment
- Well organized, detail-oriented, self-starter, interact effectively with all levels of personnel
- Excellent supervisory skills
- Strong Human Relation skills

### **What you'll do**

- The Plant Manager will be responsible for developing and managing a responsive, flexible manufacturing operation to meet the changing demands of the customer base
- Work with quality management to support the implementation of the new quality procedures throughout the production department for new, insourced work to be performed at BC2
- Work with Bega Carpinteria (BC1) management to implement corrective, preventative, and continuous improvement actions at BC2
- Work with materials management to assure the materials needs are satisfied to meet or exceed daily shipping goals
- Develop short-and-long range goals and work with other departments to determine manufacturing capabilities and capacity requirements
- Participate in creating annual budgets and manage expenditures to achieve and operate within budgeted targets. Ensure production is run efficiently, waste is kept to a minimum, and equipment is maintained to company standards
- Manage cost improvement initiatives to achieve on-going operational cost optimization, interact with other managers and subordinates on continuous improvement of processes and employee performance
- Carry out managerial responsibilities according to the organization's policies and procedures. Responsibilities include interviewing, hiring, training, planning, assisting, and directing, performance appraisals, rewarding and/or disciplining employees, addressing complaints, and resolving problems
- Supervise direct reports and their personnel
- Ensure that job descriptions and work assignments are accurate and clear to employees, time sheets and time off requests are accurate and approved, and employees are disciplined according to the BEGA employee handbook
- Ensure that personnel are trained in assembly techniques, product quality, proper use of tools, and safety precautions
- Strong Engagement into New Product Development



- Interface with Engineering regarding special assembly or modification requests
- Ensure Quality Above All in all make areas
- Train, develop, motivate, and lead a professional team to introduce and implement best-in-class concepts for productivity, yield, plan development, and quality
- Monitor key metrics as assigned
- Lead the implementation of problem solving and other continuous improvement opportunities in the make areas
- Performs other duties and leads projects as directed by Supervisor or required by company
- Champion and drive adoption of the BEGA Business System

#### Safety & Compliance:

- Champion a safety-first culture throughout the facility.
- Ensure compliance with all OSHA, environmental, and company safety requirements.
- Conduct regular safety audits and Gemba walks.
- Hold leaders accountable for maintaining a safe workplace.

#### Leadership & Talent Development:

- Lead and develop supervisors, managers, and department leaders.
- Establish clear expectations and accountability for performance.
- Conduct regular coaching, performance reviews, and succession planning.
- Build employee engagement and promote a positive work environment.
- Address employee relations issues professionally and consistently.

#### Operations Management:

- Direct daily operations across manufacturing, assembly, warehouse, and support functions.
- Ensure production targets are achieved while maintaining quality and safety standards.
- Monitor operational performance and remove barriers impacting flow.
- Drive adherence to standard work and established processes.
- Lead daily tier meetings and performance reviews.



### Continuous Improvement:

- Lead Lean Manufacturing and Continuous Improvement initiatives.
- Identify and eliminate waste throughout the value stream.
- Improve productivity, throughput, and material flow.
- Facilitate Kaizen events and problem-solving activities.
- Utilize data to drive decision making and operational improvements.

### Quality & Customer Satisfaction:

- Ensure products meet all quality standards and customer requirements.
- Reduce defects and improve first-pass yield.
- Drive root-cause analysis and corrective actions.
- Support customer issue resolution and containment activities.

### Financial Performance

- Manage plant budgets and operating expenses.
- Drive productivity improvements and cost reduction initiatives.
- Monitor labor efficiency and overtime.
- Support capital planning and equipment investments.
- Ensure effective utilization of company resources.

### Cross-Functional Collaboration

- Partner with Supply Chain, Engineering, Quality, HR, and Finance.
- Support Sales and Operations Planning (S&OP) activities.
- Align plant priorities with overall business objectives.
- Participate in strategic planning and operational reviews.

## Performance Measurements

- Quality
- Delivery
- Cost
- On Time Delivery
- Labor Productivity
- First Pass Yield
- Continuous Improvement Savings



### Leadership Principles

Leadership - Able to develop and share insights and the aptitude to mobilize and inspire others to action. Leadership is about finding possibilities and developing people, utilizing their strengths, and shaping the future.

Coaching & Talent Development - Overseeing talent development programs and efforts; taking interest in the advancement of subordinates; having a high rate of success of previous subordinates in other functional areas or organizations.

Organizational Agility - Overcoming barriers; finding solutions; having a positive attitude; being able to solve problems; finding resources to address a challenge; responding to a lack of formal resources.

### Position Dimensions

- Direct reports include
  - Warehouse Supervisor
  - Paint Manager
  - Machine Shop/SMT Supervisor
  - Industrial Engineer
  - Assembly Supervisor
- Other dotted line accountability for support personnel including CI Engineering, Warehouse, Shipping, and Receiving
- The total team ranges from 80 to 90 full-time and temporary associates

**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.