

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.**

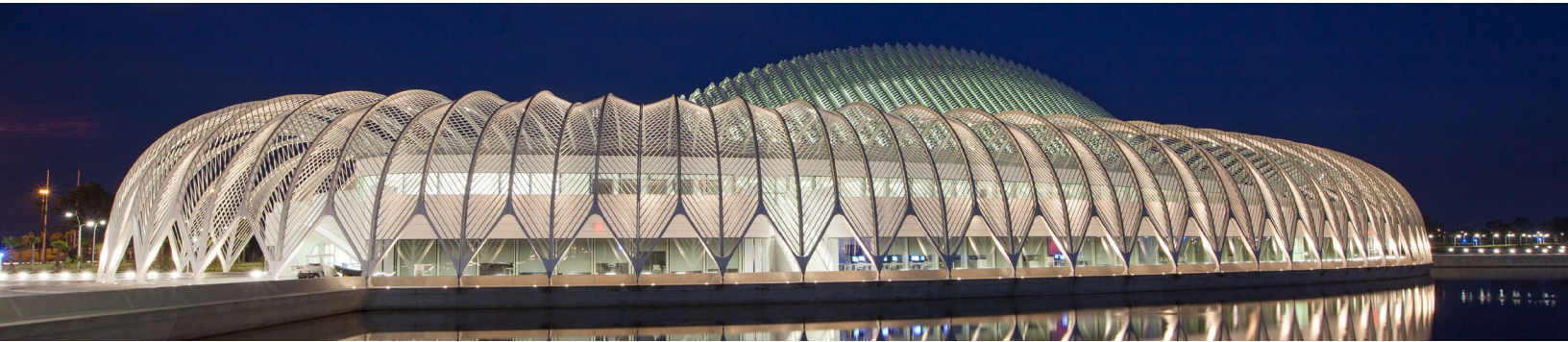
### Who we are

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

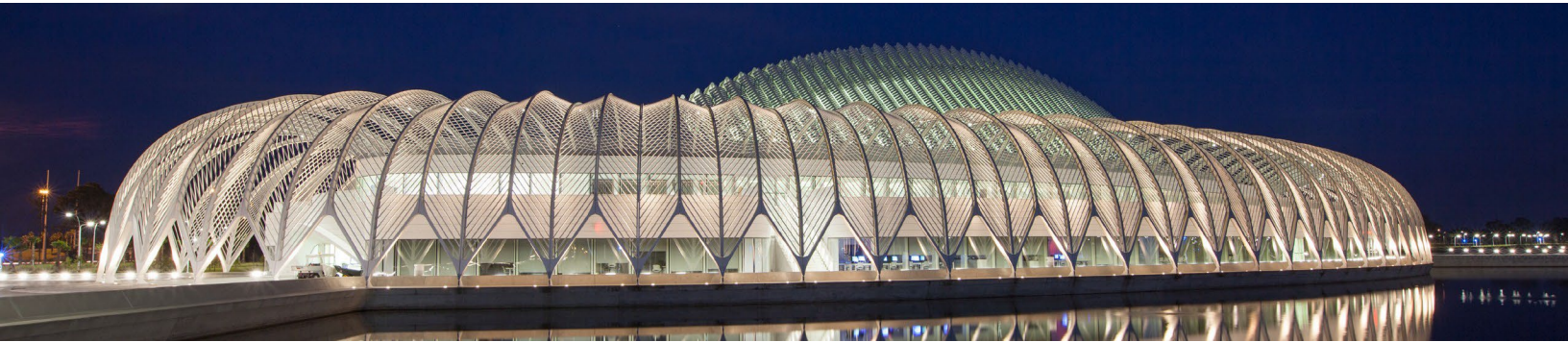


### Position Profile

The Product Engineering team at BEGA North America has a unique role. We are charged with transitioning the designs of Lighting elements, furniture elements and controls from our German and French partners into products that comply with North American safety agency standards, Electrical Codes and market needs. The Product Engineer I is involved in all aspects of making this transition happen. There are elements of project management, design work, sustaining work, creating and maintaining engineering documentation and collaboration with our operations and marketing teams. The product engineer is the technical expert, ensuring the products BEGA puts on the North American market are electrically safe and comply with safety agency standards and codes, structurally safe, and are positive contributors to the BEGA Brand and BEGA expectation of quality. This position requires attention to detail, a tenacious drive to find a successful path and a positive professional attitude. BEGA NA Vision is “To be the industry’s premier provider of architectural outdoor lighting, control and furniture solutions”. BEGA NA Mission is “Building quality into everything we do”. The Product Engineer at BEGA NA brings the BEGA Vision and Mission alive through the BEGA NA product portfolio.

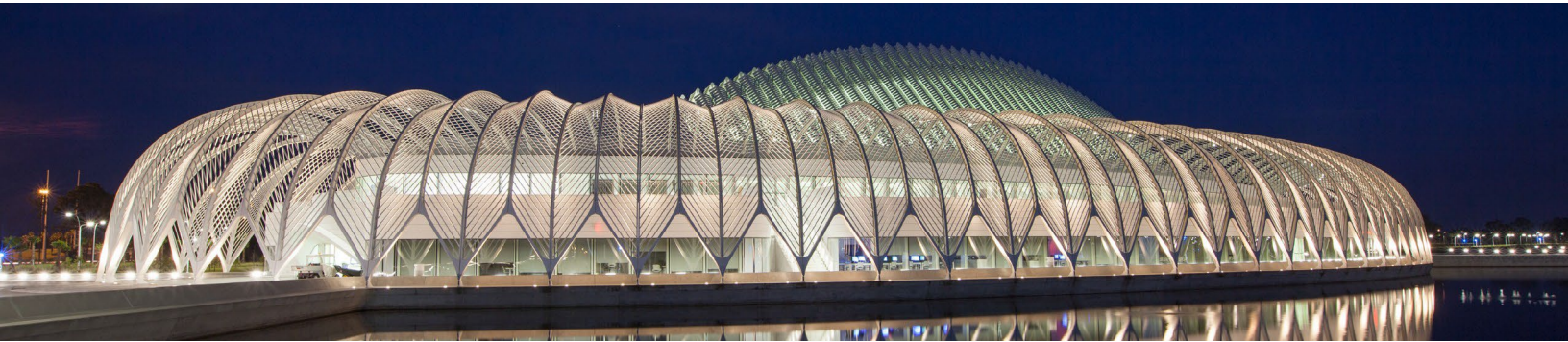
### Knowledge & Experience

- Successful completion of a BS degree in Mechanical Engineering, Electrical Engineering or similar field required.
- 0 to 4 years Engineering experience.
- Candidates with professional training (such as a P.E. license), industry certifications, or advanced degrees are desirable.
- Strong mechanical and electrical design skills, attention to detail, drive to find a solution and an eye to design for manufacturability needed for success.
- Strong problem-solving abilities with a tenacious drive to succeed.
- Proficient use of 3D solid modeling software (SolidWorks preferred).
- Exposure to designing components for machining, sheet metal fabrication, weldments and good understanding of standard machining techniques a plus.
- Must have the capacity to learn and navigate software programs and business systems quickly.
- Possess a positive, professional attitude, and a willingness to be a part of a team environment.



### What you'll do

- Evaluate complete product designs from our German and French partners to determine what needs to be changed to meet North American market requirements.
- Starting from our partners CAD data, create accurate SolidWorks models with changes needed for the North American market and domestic manufacturing. From the models, create manufacturing drawings and BOMs to support the operations team.
- Guide each project through the phases of our New Product Delivery System assigned to the engineering team. Be available to assist in any other phase as needed for overall success of each project.
- Ensure products comply with applicable building codes, National Electric Code and safety agency standards. Guide each project through the safety agency listing process when needed.
- Be available as a technical/product expert to assist and advise others as needed with the attitude that if you don't know the answer to a technical question/concern; you, as the engineer, are the best one suited to find the answer and report back.
- Support operations by maintaining the accuracy of engineering documentation as designs change, BOMs change and improved process are developed.
- Protect the BEGA Brand and ensure quality in everything we do.



### Performance Measurements

- Demonstrate a high standard of work ethic, professionalism, punctuality, and reliability at all times.
- Challenge the process! Evaluate, promote, and support continuous improvement every day.
- Act with respect, integrity, ownership, and accountability at all times... BEGA's pillars of leadership.
- Ensure quality above all, consistently working towards zero errors or defects in everything we do.
- Deliver world class service as measured by lead-time and ship promise compliance objectives.
- Actively support of BEGA's desire to deliver world class service across the entire customer journey.

### 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

#### Salary Range

\$68,640 - \$84,070 Annually depending on experience/qualifications reflects the negotiable range for hire. The top of the range \$99,500 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.