



**BEGA North America is a world renowned manufacturer of architectural lighting 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 CAD Technician I will work with the Engineering Manager and Engineers on the development of new products and improvement of existing products. As a CAD Technician at BEGA, the CAD Technician must always exhibit BEGA's core values of Foster Trust, Build Community, Embrace Growth and Live Responsibly. In line with our mission, everything must be done with Quality as the driving force. This position will support The Design Engineering and/or the Sustaining Engineering teams by creating/maintaining assembly and fabrication drawings from 3D SolidWorks models, creating/maintaining Bills of Materials (BOMs) from SolidWorks models and hands on testing and troubleshooting as needed.

### Knowledge & Experience

- Formal Auto Cad and / or Solid Works training or equivalent
- Three or more years of CAD Technician related experience required.
- Three or more years of SolidWorks (or equivalent solid modeling software) experience required.
- Familiarity with luminaires, Architectural lighting and building applications a plus.
- Understanding of SolidWorks CAD software features including sheet metal, die cast, and injection molded part development a plus.
- Understanding of electrical design parameters related to luminaire design (Lumen output, LED, driver, dimming, etc.) a plus.
- Understanding of the UL approval process and design requirements for luminaires a plus.
- Understanding of thermodynamics and thermal test methods a plus.
- Experience in coordinating with purchasing and vendors to obtain components necessary to create cost effective products a plus.
- Proficient with MS Office applications (PowerPoint, Excel, Word, Outlook)



### What you'll do

- Create and/or maintain 3D SolidWorks models.
- Create and/or maintain Assembly and fabrications drawings from 3D SolidWorks models.
- Creates 2D drawings of new component parts and work with purchasing to source and define those components.
- Assist with new part numbers, Bill of Materials, and follow Engineering change orders.
- Ensure completion of project documentation to company standards.
- Provide production assembly questions when needed.
- Assist with compliance personnel, achieve UL / CSA certification of product designs.
- Assist in mechanical, electrical, thermal and rain/water leak validation testing.

### Performance Measurements

- Strong attention to detail
- Self-motivated, self-directed and able to work in a fast-paced environment.
- Simultaneously support multiple projects in various phases of completion/readiness.
- Strong communication and organizational skills – ability to forge relationships with other departments and align on the best decision.
- Excellent root cause analysis skills
- Strong problem-solving skills and ability to “think on your feet.”



### Principles

And finally, BEGA has put forth a set of governing principles. If values govern behavior, principles govern consequences, and further describe our organization's desired culture. Principles strengthen BEGA's set of hierarchical direction for decision making and establish guidelines for providing world class service – internally and externally – the BEGA way.

- **Brand** – Any behavior that hurts the BEGA brand is considered off limits. You are the brand, be proud of it and protect it.
- **People** – Any decision that does not prioritize our people should be heavily scrutinized. People are BEGA's most valuable asset.
- **Safety** – Any action that places a person in danger is forbidden. Safety is not a goal, it is an expectation, and we must get our people home safely every single day.
- **Excellence** – Any mindset that is does not strive for excellence should be challenged. We strive for excellence in everything we do.

### Performance Dimensions

- Minimal travel required for job site visits and conferences.

### Salary Range

\$24.09 - \$29.49 Annually/Hourly depending on experience/qualifications reflects the negotiable range for hire. The top of the range, \$34.90, is reserved for salary advancement and growth for this position.

**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.