

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 in everything we do.**

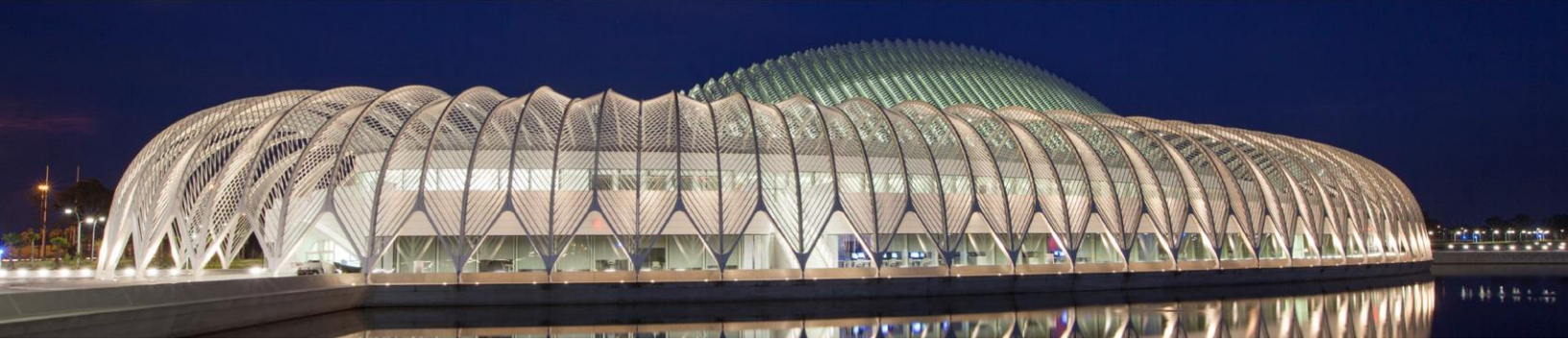
Who we are

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

This position will focus on performing installations, repairs, rebuilds, and preventive/predictive maintenance on automated production equipment, facility equipment, and other building automation. Automated production equipment includes CNC mills and lathes, box making machines, metal surface treatment equipment (plasma machines), pick and place machines and other equipment normally found in an SMT operation. Facility automation equipment includes HVAC systems, CCTV systems, access systems and lighting automation. Position will perform major building electrical, construction, automation programming and other services relating to the upkeep of the facility and production equipment.

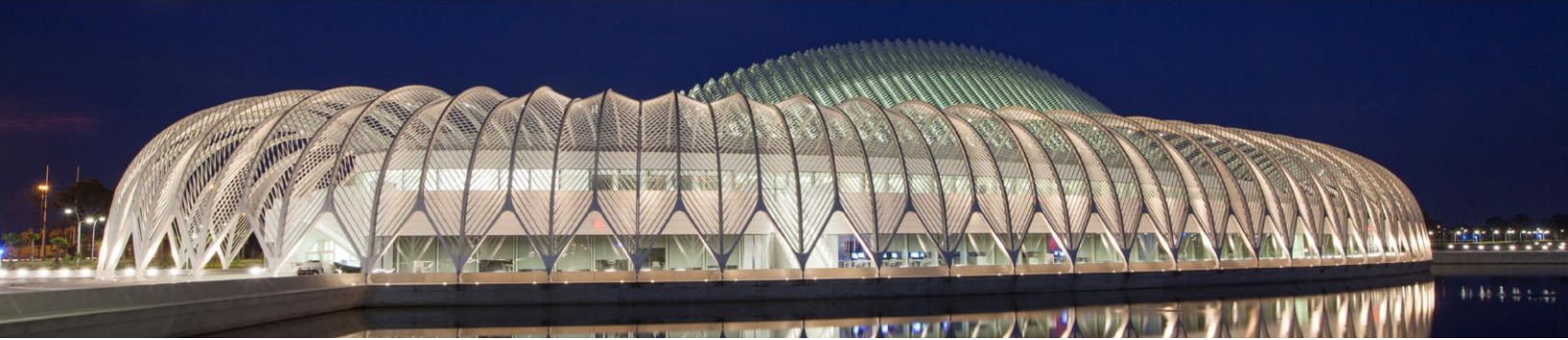
Knowledge & Experience

1. Knowledge of automation systems, electrical, mechanical, pneumatic and hydraulic processes. Experience with automated SMT equipment is highly desirable.
2. Troubleshooting skills, both mechanical and electrical, with the ability to troubleshoot and repair complex automated and/or computer-controlled production equipment with the ability to coordinate the replacement and installation of such equipment.
3. Must understand PLC ladder logic and text-based logic programs within control systems for manufacturing equipment.
4. Must be familiar with 480/277 voltage systems, computer controls, networks, and other cabling systems.
5. Skills in reading and interpreting electrical and mechanical drawings, schematics and/or blueprints as well as technical product specifications to understand and identify standard manufacturing parts. In addition, must be able to read safety rules, operating & maintenance instructions, and procedure manuals.
6. Ability to train others in the maintenance of machines and equipment.
7. Ability to continuously learn the application of maintenance techniques/methods on existing and new equipment.
8. Ability to follow instructions, work and cooperate with all levels of the organization, and work in a leadership capacity when needed. Must show courtesy, tact and effectiveness in dealing with all members of the organization.
9. Ability to deal with problems/issues involving some variation in standardized situations.
10. Must be self-motivated with excellent organizational skills with the ability to prioritize several projects at once, making adjustments as necessary to meet changing priorities under guidance of the Maintenance Supervisor and other management.
11. Working knowledge of Microsoft Office Suite to execute e-mails, word documents, spreadsheets and power point presentations.
12. The ability to manage facility functions in absence of the Maintenance Supervisor.



What you'll do

1. Check the operation of machines and trouble-shoot electronic, electrical, mechanical, pneumatic, hydraulic, electronic equipment and automation problems according to manufacturer's specifications or best method practices.
2. Perform complex repairs, calibrations, preventative and predictive maintenance on machines and equipment using various procedures, tools and equipment.
3. Remove and replace defective parts by dismantling devices using hoists, cranes, and hand and power tools.
4. Adjust functional parts of machinery, equipment, and control instruments by using meters, hand tools, levels, plumb bobs, straightedges, calipers, micrometers and other measuring tools.
5. Diagnose and resolve PLC issues using ladder logic and text-based logic programs.
6. Understand and interpret electronic schematics for trouble-shooting electronic equipment with minimal assistance.
7. Locate source of problems by listening to the operators, observing equipment operation, listening for problems and using a step-by-step problem-solving approach.
8. Modify and rebuild manufacturing equipment to meet new machine requirements or production demands. Provide input to proposed manufacturing equipment.
9. Fabricate repair parts by using machine shop instrumentation and equipment if needed.
10. Maintain work orders on a daily and weekly basis. Document all machine preventative, predictive and/or maintenance repairs clearly and concisely for historical and future maintenance purposes using the CMMS.
11. Assist in maintaining spare parts and supply inventories.
12. Maintain an orderly office and shop area with accurate files of vendors, POs, and work performed by the maintenance department or vendors.
13. Perform training of other maintenance personal on automation and other equipment.
14. Continue education and/or training by taking classes related to maintenance technician's job on a continuous basis to keep up with new technologies.
15. Follow safety regulations and adhering to OSHA and Cal OSHA standards.
16. Operate Forklifts, Genie Booms and Scissor lifts.
17. Maintains constant communication with Maintenance Supervisor and Production Management.
18. Evaluate, promote, and support continuous improvement every day.



Performance Measurements

1. Production troubleshooting and repairs completed in a timely matter.
2. Preventive and predictive maintenance are kept up to date and down time kept to a minimum.
3. Projects are completed properly and in a timely manner.
4. All equipment is kept clean and running free of problems.
5. Maintenance shop, work areas, spare parts inventory and tools are kept stocked, clean and orderly.
6. Records are accurate, legible and up to date.
7. Communicates and works well with all levels of the organization.
8. The facility is always ready and clean for events, guests and employees.

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

- Fulltime position Monday–Friday with some overtime offered.
- Position requires working with moving and hot equipment, heavy lifting up to 50 lbs, bending, stooping, reaching, twisting, standing, and working with hands for long periods including working on ladders, platforms, and elevated levels.

Salary Range

\$25.24 - \$30.91 hourly depending on experience/qualifications reflects the negotiable range for hire. The top of the range \$36.59 an hour 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.