



**BEGA North America is a world renowned manufacturer of architectural lighting solutions.**

### **Illuminating What Matters:**

A guiding light for elevating our thinking beyond day-to-day activity in a clear and memorable way, BEGA North America's vision intentionally possesses more than one meaning. Naturally, as an architectural lighting company, to illuminate a surface or an object makes perfect sense. There's a deeper meaning, however. To illuminate can also mean to make lucid or clear, or to shed light on an important concept or idea. Whether it's for our industry, our community, or our family, we want to matter to people who want to matter to us. And most importantly, to illuminate can also mean to enlighten, as with knowledge. We invest heavily in our people, and believe this simple idea is why they ultimately choose BEGA for a lifetime, because we're focused on illuminating what matters to them.

### **Who we are**

Intended to articulate the organization's culture and used as a tool to govern behavior and shape critical decision making throughout the enterprise, BEGA has established three core values.

1. Quality – We have an unwavering commitment to Quality above all... in our people, products, partners and processes.
2. Family – We are a diverse Family of passionate and self-driven individuals who act with integrity, fairness and respect, that hold one another accountable to the highest standards, and collectively promote work-life balance.
3. 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.

### **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 attitude 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.

Diversity & Inclusion – we promote creating a culture of inclusive and diversity in order to achieve a work environment in which all individuals are treated fairly and respectfully with equal access to opportunities and resources.



### Position Profile

Individuals in the Paint Finish Prep Assistant I position assist with all aspects of the finish process aside from painting/powder coating to ensure the on-time delivery of components that meet BEGA's quality and performance standards. This includes, but is not limited to; material handling, surface preparation, and automated conveyor line duties such as part loading, part plugging/masking and part offloading. Finish Prep Assistants also help with masking parts for liquid paint and completed part inspection. The Finish Prep Assistant will work under the direct supervision of the Department Line Lead and in cooperation with other employees as part of a work team as well as individually throughout different production areas of the department.

### Knowledge & Experience

- Speak, Read & Write in English
- Able to count accurately.
- Able to do basic math.
- Ability to pass the respirator physical and fit test.
- Able to lift 50lbs.
- Able to stand for sustained periods of time.
- Able to follow written & verbal instructions.
- Able to work with a team.
- Able to be flexible and open to change.
- Have competency with hand tools.



### What you'll do

- Sand material in preparation for painting/powder coating
- Apply epoxy to material as needed in preparation for painting/powder coating.
- Hang material and load on conveyor line for powder coating.
- Plug threaded holes on parts in preparation for powder coating.
- Unload parts off conveyor line and package.
- Mask parts in preparation for liquid paint application
- Clean conveyor line hooks using abrasive blast media.
- Participate in daily stand-up meeting to review department performance.
- Perform basic problem solving, Level II: demonstrated ability to successfully use formal tools for situational problems (5-why, PDCA). Level III: systemic A3
- Participate in department-wide 5S program to maintain a clean and orderly workplace.
- Perform other duties as assigned by Lead, Supervisor, or Department Manager

### Position Dimensions

- Single shift (up to 12 hours)
- Ability to work overtime including weekends as required.
- Fast-paced, teamwork environment
- Physical work environment requiring intermittent lifting and sustained periods of standing.
- 20,000 parts produced per week.
- 90% of daily time spent directly in manufacturing areas.
- Use of all applicable PPE as required.

**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.