



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

The Industrial Engineer I is responsible for efficiency improvements and overseeing Operations projects as assigned which includes creating project plans, managing priorities, adhering to deadlines, coordinating all departments and personnel, tracking cost savings, and reporting project status.

Knowledge & Experience

- BS degree and/or 3+ years of experience in Manufacturing, Industrial, or Mechanical Engineering or similar field in Aerospace, Automotive, or Commercial industries
- Strong leadership, critical thinking, time management, problem solving, project management, and interpersonal skills
- Lean Six Sigma concept knowledge and willing to achieve Green Belt certification
- Ability to work in collaboration with any department or position in the company
- Experience applying Lean Six Sigma techniques to assembly and material flow is desired
- Excel (functions, chart building, pivot tables) and Visio experience
- Software knowledge (CAD software, SQL, ERP/MRP) experience is desired
- Understanding of machining processes & techniques, engineering processes, drawings, and schematics
- Must be self-motivated, organized, practical, and results oriented
- Ability to act as a change agent and influence, both internal and external functional areas
- Capacity to train and mentor all levels of the organization
- Bilingual in English and Spanish a plus



What you'll do

- Provide Operations support to resolve any issues on sustaining and new products
- Implement lean techniques in the Assembly, Paint, and the warehouse, improve layouts and standardize processes for lean production
- Identify, formulate, and implement opportunities with lean manufacturing principles throughout the assembly process to reduce cost, reduce variation, reduce cycle time, improve yields, improve reliability, improve productivity, etc.
- Take initiative to identify dynamic solutions and implement through completion
- Lead projects as assigned
- Support Operations in improvements to Productivity, Quality, Delivery, Morale, and Safety metrics
- Implement tooling improvements
- Setup and standardize workstations for lean processes & material flow
- Improve overall material flow through the warehouse
- Create and manage equipment specifications, equipment documentation for development, qualification and support of assembly and test equipment for production
- Perform Design for Manufacturing, Test, Cost, Reliability, etc. analysis on new products with the design engineering team
- Work with assemblers to create fixtures for cycle time reduction, safety, & error-proofing
- Train personnel and implement problem solving solutions for quality improvement
- Develop drawings and assembly aids for manufacturing

Performance Measurements

- On-time delivery, lead time, and error tracking metrics
- Improved efficiency and demonstrated cost savings in Operations areas



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

- Industrial engineering
- Project management
- Support daily Operations' goals and address critical issues

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.