



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

Service leads the customer experience, and delivering an exceptional experience requires a unified front across the entire company. The Logistics Manager will oversee the receiving, storage, kitting, accuracy of inventory, issuing of material, and shipping of finished goods. The Logistics Manager will also ensure customs requirements are met and manage the freight suppliers and performance. The Logistics Manager manages the teams and drive procedures, processes, and projects that maintain a balanced material flow from dock to customer in a timely manner, while maintaining the inventory and accuracy in support of BEGA North America's overall strategy.

When taking on these responsibilities, it is important to consider BEGA's service purpose, which is to create meaningful and lasting connections. Our service purpose emphasizes how the organization should view and conduct itself and it expresses our desired impact on the lives of whoever we are trying to service. More simply put, it is the systematic reason behind how we make people feel. Everyone will always be celebrated for being "on purpose," even if they temporarily find themselves "off task."

Reporting Relationships

This position reports to the VP of Operations. Direct reports include Warehouse and Shipping & Receiving Supervisors. The total team is 30 – 40 full-time and temporary associates.

Knowledge & Experience

- 5 – 7 years' experience in this or related field
- College degree or equivalent experience
- Continuous Improvement process training and experience
- Thorough knowledge of warehousing & inventory control best practices and cycle counting
- Broad knowledge of ERP system functions; ERP implementation experience a plus
- Knowledge of and experience with Inventory Control, Freight Suppliers, and Customs standards
- Exceptional analytical and planning skills
- Excellent supervisory skills
- Strong Human Relation skills
- Strong Communication skills



What you'll do

- Maintains inventory location systems and accurate inventory data
- Organize and direct day-to-day warehouse functions, maximizing available space and assets
- Identify and train in procedures based on best practices and equipment use
- Maintain a smooth flow of material movement using known best practices to minimize staged inventory and WIP
- Maintain an efficient and lean picking system, with the flexibility to prioritize and expedite orders as needed
- Initiate corrective action for continuous improvement for efficiency and internal/external customer service
- Assesses appropriate material handling equipment needs and staffing levels to load, unload, move, or store materials
- Develop and drive projects that ensure a lean and accurate material flow from supplier to Work Order kit
- Minimizes excess inventory
- Monitor and maintain compliance to customs regulations for managing material
- Monitor inventory and freight provider performance, with a view toward continuous improvement and top quality
- Review and update material management practices in accordance with new or changing business practices, standards, or regulations
- Perform employee reviews; takes disciplinary action as necessary within company guidelines
- Lead and participate in projects as assigned
- Monitor key metrics as assigned
- Lead the implementation of problem solving and other continuous improvement opportunities in the buy areas
- Champion and drive adoption of the BEGA Business System in assigned departments
- Perform all other duties as directed



Performance Measurements

- Inventory Accuracy
- Kit Accuracy and On Time Delivery
- Productivity

Leadership Principles

Leadership - Able to develop and share insights and the aptitude to mobilize and inspire others to action. Leadership is about finding possibilities and developing people, utilizing their strengths, and shaping the future.

Coaching & Talent Development - Overseeing talent development programs and efforts; taking interest in the advancement of subordinates; having a high rate of success of previous subordinates in other functional areas or organizations.

Organizational Agility - Overcoming barriers; finding solutions; having a positive attitude; being able to solve problems; finding resources to address a challenge; responding to a lack of formal resources.

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.