



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 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** – We are a diverse community of passionate and self-driven individuals who act with integrity, treat people with kindness and respect, hold one another accountable to the highest standards, and collectively promote work-life balance.
- **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 primary duty of the material handler is handling and managing all stock items, receiving product into the warehouse, filling orders and ensuring the stable flow of materials in the supply chain. The position picks orders for assembly and shipping. Performs daily cycle counting; stocks material; issues and closes Mos and prints pick lists. Performs daily housekeeping tasks.

Knowledge & Experience

- Must be able to lift 50 lbs. with the assistance of a second person
- Ability to operate Industrial Power Fork Trucks and Equipment.
- Excellent Communication and Interpersonal skills.
- Ability to take and follow directions.
- Good computer skills.
- Ability to speak, read, write English fluently.
- Ability to attain high degree of knowledge of BEGA inventory parts. (3- 6 months learning period)
- Team Player
- Ability to work in a fast-paced environment with frequently changing dynamics
- High School Diploma/GED preferred

What you'll do

- Follow/Comply with ALL Bega policies, procedures and guidelines
- Pick orders and stock material
- Cycle counting/Inventory management
- Other duties as needed or assigned by Warehouse Lead, Supervisor, or Manager

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 hierarchal 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.



Position Dimensions

- Daily picking levels of approximately 15-20 orders.
- 35-45 customer order line items.
- Daily counting levels of approximately 10-15 items.
- Daily material stocking levels of approximately 35-45 items
- Must be able to lift and carry items weighing up to 50 pounds throughout the day.
- Frequently manipulate heavier items, requiring the ability to kneel, crouch, and perform other physical movements.

Salary Range

\$18.50-20.00 Hourly depending on experience/qualifications reflects the negotiable range for hire. The top of the range, \$23.37, 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.