



**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 Plant Manager will have responsibility for the successful setup of Bega North America's new location, Bega Campus Two (BC2), and will be responsible for directing and coordinating the site manufacturing activities. The Plant Manager BC2 will also be the senior manager on site to support all BC2 activities for the Executive Leadership Team when they are not present. The Plant Manager will manage teams to realize and maintain maximum efficiencies throughout the workforce and meet Bega goals and objectives. To effectively bring the amazing culture Bega has to the new site, working at the Carpinteria headquarters for a period will be required.

The Plant Manager will be responsible for operational excellence in support of world-class service delivery in all make areas, as well as support areas of Bega on our beautiful site in Broomfield, Colorado. Primary responsibilities include initial plant set up, resource alignment, order fulfillment, and coordinating support with the appropriate teams at the headquarters in Carpinteria, CA. 4-6 months of training at BEGA North America Headquarter in Carpinteria, California, housing provided while training.

When taking on these responsibilities, it is important to consider BEGA's service purpose, which is build trust and confidence with our suppliers. 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."



### Knowledge & Experience

- The Plant Manager must be organized, detail-oriented, a critical thinker, able to quickly understand current processes and how they apply to the overall business
- 10-15 years of progressively increasing managerial experience in a manufacturing environment
- College degree or equivalent experience
- Excellent mechanical abilities
- Electro-mechanical assembly experience
- Experience with operational excellence, lean and/or six sigma (or similar) efficiency improvement program
- Thorough knowledge of applicable machine tools and usage
- Proven track record in controlling costs to budget
- Proven track record of successful problem solving utilizing critical thinking skills in a fast-paced environment
- Must possess and demonstrate exceptional leadership qualities and be able to motivate/engage personnel
- A strong background working within a team-based organization, including serving as a team member, SME, or as the lead of an integrated team
- Ability to read blueprints, engineering drawings and or/schematics
- Good computer skills
- Experience and success transitioning engineering prototypes, first articles to full production rates for low volume, high mix environment
- Well organized, detail-oriented, self-starter, interact effectively with all levels of personnel
- Excellent supervisory skills
- Strong Human Relation skills



### What you'll do

- The Plant Manager will be responsible for the project management of the successful startup of the new facility in Denver, CO
- The Plant Manager will be responsible for learning and transferring the Bega culture from the Carpinteria, CA site to the Denver, CO site
- The Plant Manager will be responsible for developing and managing a responsive, flexible manufacturing operation to meet the changing demands of the customer base
- Work with quality management to support the implementation of the new quality procedures throughout the production department for new, insourced work to be performed at BC2
- Work with Bega Carpinteria (BC1) management to implement corrective, preventative, and continuous improvement actions at BC2
- Work with materials management to assure the materials needs are satisfied to meet or exceed daily shipping goals
- Develop short-and-long range goals and work with other departments to determine manufacturing capabilities and capacity requirements
- Participate in creating annual budgets and manage expenditures to achieve and operate within budgeted targets. Ensure production is run efficiently, waste is kept to a minimum, and equipment is maintained to company standards
- Manage cost improvement initiatives to achieve on-going operational cost optimization, interact with other managers and subordinates on continuous improvement of processes and employee performance
- Carry out managerial responsibilities according to the organization's policies and procedures. Responsibilities include interviewing, hiring, training, planning, assisting, and directing, performance appraisals, rewarding and/or disciplining employees, addressing complaints, and resolving problems
- Supervise direct reports and their personnel
- Ensure that job descriptions and work assignments are accurate and clear to employees, time sheets and time off requests are accurate and approved, and employees are disciplined according to the BEGA employee handbook
- Ensure that personnel are trained in assembly techniques, product quality, proper use of tools, and safety precautions
- Strong Engagement into New Product Development
- Interface with Engineering regarding special assembly or modification requests
- Support the Environmental, Health and Safety initiatives and advocate safety in the assigned to the area
- Ensure Quality Above All in all make areas



### What you'll do (continued)

- Train, develop, motivate, and lead a professional team to introduce and implement best-in-class concepts for productivity, yield, plan development, and quality
- Monitor key metrics as assigned
- Lead the implementation of problem solving and other continuous improvement opportunities in the make areas
- Performs other duties and leads projects as directed by Supervisor or required by company
- Champion and drive adoption of the BEGA Business System

### Performance Measurements

- Quality
- Delivery
- Cost

### Salary Range

\$100-130K

Medial, dental, vision, FSA, 401K, vacation, sick and relocation assistance.

### 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.



### Position Dimensions

- Direct reports include
  - Finishing Supervisor (paint, machine shop, welding)
  - Warehouse Supervisor (warehouse, shipping, receiving)
  - Assembly Team
- Other dotted line accountability for support personnel
- The total team ranges from 20 to 40 full-time and temporary associates

**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.