



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 Sr. Manufacturing Manager will be responsible for operational excellence in support of world-class service delivery in all make areas (fabrication, paint, and assembly) of Bega on our beautiful site in Carpinteria, CA. Primary responsibilities include resource alignment, budgeting, and coordinating production 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."

Knowledge & Experience

- Ten years' experience in this or related field
- College degree or equivalent experience
- Mechanical & Product Knowledge
- Product Management Systems knowledge and experience
- Project Management Systems knowledge and experience
- Continuous Improvement process training and experience
- Thorough knowledge of applicable machine tools and usage
- Ability to read blueprints, engineering drawings and or/schematics
- Broad knowledge of ERP system functions; ERP implementation experience a plus
- Knowledge of and experience with procurement standards
- Knowledge of and experience with inventory control and management
- Exceptional analytical and planning skills
- Excellent supervisory skills
- Strong Human Relation skills
- Strong Communication skills



What you'll do

- Oversee the management of planning, production control, warehouse, material handling, purchasing, and inventory. Supervise management team and procedures in these areas
- Develop and drive projects that ensure a lean and accurate material flow from supplier to inventory
- Maintains a balance of inventory with BEGA product lead times, meeting customer demand
- Minimizes excess inventory
- Review demand forecasts and manufacturing schedules with the production management team. Maintain supply schedules that aim to ensure that all essential supplies are available when needed so that the company can meet market requirements and established lead times
- Monitor material costs and storage costs
- Monitor supply chain performance both inside and outside the factory, with a view toward continuous improvement and top quality
- Review and update supply chain practices in accordance with new or changing business practices, standards, or regulations
- Monitor and appraise vendor manufacturing ability and performance
- 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
- Perform all other duties as directed

Performance Measurements

- Supplier performance
- Planning & Capacity Planning targets
- Lead Time targets
- On Time Delivery targets



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!

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
 - o Purchasing
 - o Shipping & Receiving
 - o Warehouse
 - o Production Control & Planning managers
- The total team ranges from 40 to 50 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.