



BEGA North America is a world renowned manufacturer of architectural lighting 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 – 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.

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 Solutions Engineer is a degreed architectural engineer, lighting specialist, and creative problem solvers who collaborate with clients to understand their challenges and create solutions. Solutions Engineering works closely with our sales partners and the architectural design community to understand their vision, and deliver renowned architectural lighting solutions around the world using BEGA's portfolio of interior and exterior products. Strategically placed at the intersection of architectural design, product engineering, sales, marketing, and manufacturing, the Solutions Engineering team is foundational to BEGA's strategic objective of delivering world class service across the entire customer journey. Areas of specialization include applications engineering, installation and site integration, product modifications, technical support, commissioning, post-sales, and trouble shooting.

Knowledge & Experience

- Successful completion of a BS degree in architectural engineering, lighting, or similar field required.
- No professional experience in lighting or an adjacent construction industry is required.
- Candidates with professional training, industry certifications, or advanced degrees are preferred.
- Demonstrates awareness of the lighting industry and its channels to market.
- Experienced with lighting design software suites – Agi32, Dialux, Visual, or the equivalent.
- Proficient with 2D and 3D modeling software suites – AutoCAD, Revit, Solidworks, or the equivalent.
- Basic knowledge of electronics and their application within new construction practices.
- Must have the capacity to learn and navigate software programs and business systems quickly.
- Must have strong problem solving skills and an analytical approach to all tasks.
- Possesses a positive, professional attitude, and a willingness to be part of a team environment.

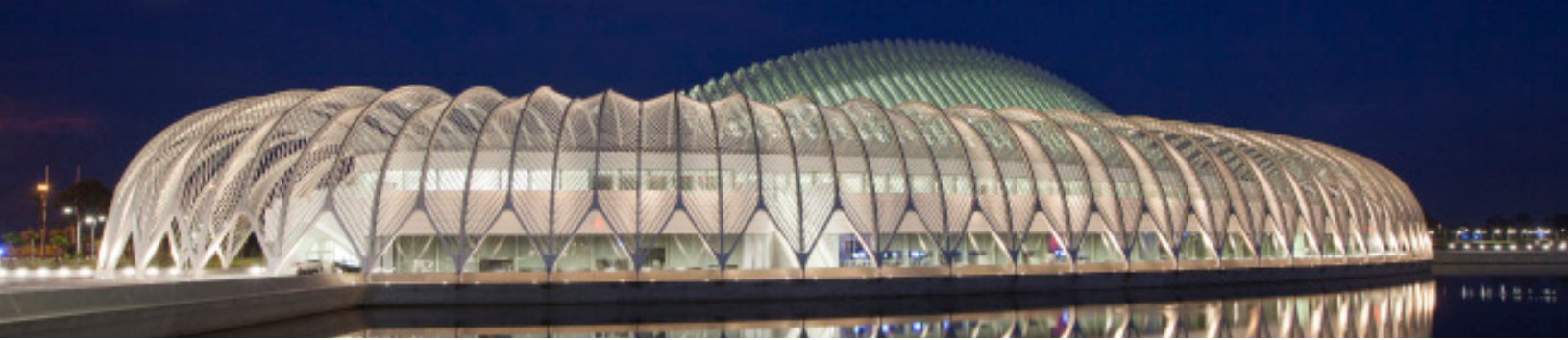


What you'll do

- **Managing Processes** – Consistently focused on driving incremental improvement; adopting company policies; utilizing systems; adhering to process; understanding methodologies; defining handoffs; measuring output; providing governance and guidance around process adherence.
- **Conflict Management** – Relating to peers on a personal level; cooperating; joint problem-solving; navigating internal organization battles; establishing reputation for conflict resolution; managing partner organizations; avoiding conflict proactively.
- **Decision Quality** – Reacting when under time or other pressure; weighing conflicting goals and commitments and making decisions based on core values; exhibiting wisdom in counsel; judging character; reading market place and internal company situations.
- **Managerial Courage** – Adapting in an environment where autonomy is valued; making decisions; setting priorities without intense oversight; volunteering; taking unpopular positions.
- **Drive for Results** – Pursuing goals; maintaining focus; seeking out quantitative comparisons; demonstrating results in a variety of environments; relentless in the pursuit of key strategic goals; does not lose focus and is not easily distracted from core mission.

Performance Measurements

- Demonstrate a high standard of work ethic, professionalism, punctuality and reliability at all times.
- Challenge the process! Evaluate, promote, and support continuous improvement every day.
- Act with respect, integrity, ownership and accountability at all times... BEGA's pillars of leadership.
- Ensure quality above all, always working towards the most knowledgeable & effective service team.
- Actively support of BEGA's desire to deliver world class service across the entire customer journey.



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

- Minimal travel requirements in support of market engagement activities.

Salary Range

\$72,200 - \$90,250 Annually/Hourly depending on experience/qualifications reflects the negotiable range for hire. The top of the range \$108300, is reserved for salary advancement and growth for this position.

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.