



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.

Core Values:

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.

Purpose of Position:

Under minimal supervision, set up and operate machine shop equipment to process orders as required



Knowledge and Experience:

- Ability to read and speak English
- Ability to operate Manual Milling Machine, Drill Press, Light-Duty Pneumatic Press, Band Saw. Lathe experience is a plus but not required
- Experience with CNC machine operation. Setup experience is a plus but not required
- Above average skills in preparing and organizing work plans in a rapidly changing environment
- Ability to read and interpret mechanical drawings and transfer this skill into dimensional layouts
- Ability to use gages and measuring instruments to meet tolerance requirements
- Understand Machine Shop tooling requirements
- Learning period for this position is 6 months to a year

Principal accountabilities (listed in order of significance to the job):

- Operate machine shop equipment for machining orders as required
- Create work-holding setups for the purpose of adding machined details to a variety of parts including aluminum castings and sheet metal brackets
- Create drilling templates to machine details specified on engineering drawings
- Choose the most efficient machining process that is appropriate for the required feature tolerance
- Install Screw Thread Insert (Helicoil) hardware in parts
- Install Captive Hardware (Pem Inserts) in parts
- Operate CNC machine to run existing programs
- Disassemble complete fixtures and take the necessary precautions to protect or mask parts for machining
- Perform daily and regular cleaning and light maintenance tasks on machinery and equipment
- Track setup and run times for jobs performed
- Comply with all quality policies, specifications, regulations and instructions
- Use circular saw/chop saw for cutting plywood



Performance measurements:

- Works well with co-workers and takes constructive criticism from peers and Supervisors
- Performs all tasks in a safe and responsible manner
- Ability to take directions and adapt to a fast paced, high change environment
- Understands and works to achieve daily order completion targets
- Takes initiative to complete other tasks when the workload is light
- Inventory maintained per procedures.

Job Requirements:

- Steel toe boots must be worn to perform these work duties

Environment:

Scope of Authority:

- This job is subject wholly or in part, to practices and procedures and/or general work instructions and/or supervision of progress and results.
- Employee is not permitted to deviate from standard practices and procedures but may set their own priorities subject to supervisor approval.
- Expected daily results by supervisor are clearly understood.
- The tasks are proceduralized or have specific established precedents but some latitude is permitted to consider the most appropriate procedure or precedent to follow

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