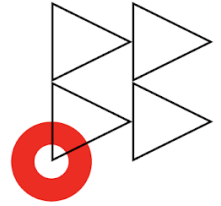


THERMORY®



Are you a magician of innovation, an architect of the future, and are ready to conjure up the next big thing? Do you possess the rare ability to translate wild ideas into tangible realities, transforming mere dreams into products that'll make people wonder, "How did they even think of that?"

Yeah? Then it's good that we found each other.

If you're just getting to know us, we help people create beautiful spaces with thermally modified wood. That's only a fancy way to say we use a chemical-free process to make wood last longer. And since all our wood is responsibly harvested, it makes our planet last longer too.

Puts you in a better mood just thinking about it, right? Now, just imagine having that feeling every day.

Here's the truth... you'll find some days around here are smooth. Others might be a little more chaotic. But we keep things loose and leave the corporate talk to our attorneys. If that sounds like the place for you, don't be shy.

Take a look at our current opportunities and get in touch with alicia@thermoryusa.com and brandie@thermoryusa.com.

About our company:

Thermory is a chemical-free wood processing company founded in Estonia in 1997, which produces decking boards, exterior and interior cladding boards, sauna material and ready-made saunas using thermal modification technology. The company employs over 800 people with production units located in Estonia, Finland, Latvia, and Belarus. The company also has sales units in the United States, Finland, Latvia, Estonia, and Germany.

About you:

Excellence is your measure, not average. Strategic thinking has always been a strong attribute, and this has been inherent, not taught. Forward facing when met with challenging and complex situations - able to sort through the details and rearrange the variables to mastermind outcomes that align with personal and company goals. Contagious positivity and solution mindset. You feel an ownership of goals you commit to. Futuristic mindset and consider yourself someone that may have stood in line for 5 days when the first iPhones went on sale. Confidence in both your abilities and your judgment. Excited to join a company that's fast growing and okay with the bumps and bruises that come with that journey - in general, comfortable being uncomfortable.



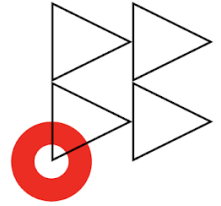
THERMORY®
LEAVE A LASTING IMPACT

BUFFALO

P: 585.250.4074 • F: 847.906.4231
56 Harvester Avenue, Suite 1-201
Batavia, NY 14020

DENVER

P: 720.759.7268 • F: 847.906.4131
537 W. Highlands Ranch Pkway, Unit #114
Highlands Ranch, CO 80129



Position:

Seeking a highly skilled and driven Product Development Engineer who will help lead the growth of a quickly expanding product line. This position performs product engineering work from proposal to implementation as well as provides operations support as a technical expert within the organization. This position works effectively across the organization to source/create products that fill a niche in the market and differentiates us from the competition.

Key Responsibilities:

- Initiates engineering drawings, layouts and specifications for products/projects and sets project specifications by studying product design and performance standards.
- Leads the development of written specifications, instructions, manuals and other documentation that may be distributed to customers or internal users.
- Serves as a consultant to others, providing technical information and recommendations that assist with various products and training purposes.
- Field customer calls related to product specifications as a backup as well as provide support to sales representatives.
- Maintains product and company reputation by complying with federal and state regulations.
- Develop new products via feedback from customers, reps, sales and marketing departments which includes managing prototype and production systems.
- Gather/research any information required for the implementation of new products, such as testing and certifications.
- Develop and analyze test data to determine if the design or component meets performance specifications and is competitive.
- Build and maintain strong relationships with sourcing partners to ensure proper implementation of product testing and use.

Qualifications:

- A minimum of 4 years of experience in structural engineering, wood science or architecture.
- Demonstrated track record of successfully managing complex projects and collaborating with external partners including customers and suppliers.
- Excellent communication skills, writing skills and interpersonal skills.
- Strong organizational skills and ability to prioritize workload in order to meet tight deadlines in a fast paced and dynamic work environment.
- Willingness to travel to support projects and operations: 10-15%.

If you have a passion for developing and researching new products, combined with the drive to be a leader of innovation, we would love to hear from you. Join our dynamic team and take your career to new heights. Apply now!



BUFFALO

DENVER