



Date May 2026

SUMMARY

ROLE Factory Assembler / Field Service Engineer
LOCATION Vermont, USA
REPORT TO Director of NovoTHOR Operations
HOURS Full time, but flexible hours
MONEY \$25-28 per hour / negotiable depending on experience

WHY JOIN THOR?

THOR Photomedicine is a global leader in Photobiomodulation (PBM) technology, working with the NHS, leading research institutions, and elite sports teams. We offer a dynamic and mission-driven environment, shaping the future of healthcare through light-based innovation.

THOR’s CUSTOMERS AND RESEARCH PARTNERS INCLUDE

Harvard Medical School	Manchester United	St Jude Childrens Hospital
Stanford School of Medicine	Philadelphia Eagles	Royal Childrens Hosp (Melbourne)
University of Pennsylvania	Toronto Raptors	Albert Einstein University, NY
Memorial Sloane Kettering	Phoenix Suns	Hebrew University of Jerusalem
US Navy Seals	UFC	University of Sydney
US Airforce	Buffalo Bills	Universitat Barcelona
US Special Operations Forces	Arizona Cardinals	University of Texas
British Army	Detroit Lions	New York University
Royal Airforce	Washington Redskins	Veterans Affairs Hospitals
Royal Navy	Nike Oregon project	Tel Aviv University
NHS	LA Clippers	Sick Kids Hospital

CONTEXT FOR WORKING WITH THOR

THOR helps humankind live worthwhile, healthy and happy lives whilst maintaining the species and taking care of the planet we live on.

THOR's contribution is as follows:

MISSION

- Heal and relieve pain

VISION

- Photobiomodulation in every department of every hospital

VALUES

Our decisions and actions must work for all stakeholders

- Customers and patients
- Suppliers
- Employees and their families
- Shareholders
- Our community and the rest of humankind
- We will be professional, honest and fair in all our dealings

ATMOSPHERE

We are all excited by the benefits our products provide and are focused on achieving our vision.

ABOUT THE ROLE

With headquarters in the UK and manufacturing facilities in both the US and UK, we are seeking a versatile Manufacturing and Service Technician to join our US team in Vermont.

The primary purpose of this role is to support the production and customer delivery of THOR's flagship PBM beds. The position is split between two key responsibilities:

- Assembling THOR's flagship photo-biomodulation beds on the production line at our Vermont facility (approximately 75% of the role), and
- Traveling across the United States to perform service calls, installations, and technical support for customers (approximately 25% of the role).

This is a hands-on, self-directed position that requires strong mechanical assembly skills, a customer-focused mindset, and the flexibility to travel regularly. The role reports directly to the Director of NovoTHOR Operations.

KEY RESPONSIBILITIES:

On-site manufacturing:

- Directly responsible for the assembly and build of THOR's flagship photo-biomodulation (PBM) beds at the Vermont manufacturing facility, including line assembly, quality control checks, and ensuring each unit meets THOR's high standards for performance and safety.
- Assist in shipping coordination, inventory management, facility maintenance tasks, and other production related activities as needed to support efficient manufacturing operations.
- Prepare work to be accomplished by studying assembly instructions and bills of materials; gathering parts, subassemblies, tools and materials as needed.
- Responsible for hand assembly of electronic components and fixtures including wiring, electrical testing, and packaging.
- Perform in-process quality inspections and functional testing on assembled units to ensure compliance with specifications and performance standards.

- Operate manufacturing equipment including test fixtures, and calibration tools while following standard operating procedures (SOPs).
- Assist with inventory management, including cycle counts, material handling, and proper storage of sensitive electronic components to prevent damage or contamination.
- Responsible for meeting daily production quotas on time.
- Document actions by completing production and quality forms.
- Report on all production issues, malfunctions or defective parts.
- Complete other tasks as assigned by shift supervisor.

Service Call and Installations:

- Follow scheduled activities and respond to repair activities for warranty and post-warranty equipment as assigned.
- Troubleshoot, repair and verify instrument/equipment performance on all activities and field updates, preventative maintenance inspections and all required field reporting in a timely manner. Provide on-site repair support at customer locations when required (approximately 25% travel).
- Timely and accurate submittal of administrative duties including but not limited to work orders, field service forms, expense reports, timesheets and other payroll forms.
- Maintain safe and clean working environment by complying with procedures and rules.
- Performs additional duties as needed and/or assigned by supervisor/manager.

DESIRED SKILLS TO BE SUCCESSFUL IN THE JOB

Preferably someone with 2–3+ years in manufacturing or technical assembly.

(minimum of 6-12 months manufacturing/assembly experience).

Minimum Education and Experience:

- High School diploma or equivalent **and**
- 1 – 2 years' technical experience
- Associates degree or Trade school degree preferred
- Valid driver license and liability insurance
- Ability to travel, drive personal, company or rental vehicles

REQUIRED SKILLS:

- Able to work independently, perform and manage multiple activities relating to medical device manufacturing and servicing under general direction.
- Ability to work in a team setting within a matrix management structure.
- Able to follow technical and procedural documentation in line with the requirements of THOR's Quality, Regulatory Management system and applicable standards relating to the activities of THOR's business and legal requirements.
- Able to commit to and comply with GMP, GDP, FDA 820, ISO 13485 and OSHA requirements as directed by the requirements of the THOR Quality Management System and associated processes and procedures.
- Participate in internal and external audits as required.
- Able to record, complete and maintain documentation and electronic records with a high level of accuracy and attention to detail.
- Able to identify and contribute to Non-Conformities and CAPA activities as required, within the THOR Quality Management System.
- Able to read and interpret technical drawings (e.g. mechanical, wiring diagrams etc.)
- Willingness to embody THOR's values and culture.

- Demonstrates the ability to remain active for extended periods, including standing, walking, and performing repetitive or varied tasks while seated or standing.
- Frequent bending, squatting and stair climbing.
- Use of both hands without restriction and manipulate small hand tools. Ability to use basic hand tools, power tools and pneumatic tools.
- Ability to lift up to 50 pounds
- Approximately 25% travel required for on-site repairs and installations at customer locations (regional day and overnight as needed).

OTHER MATTERS

THOR absolutely provides fair and equal employment opportunity for all associates and job applicants REGARDLESS of race, colour, religion, national origin, gender, sexual orientation, age, marital status or disability. We hire and promote individuals solely based on their competence as it relates to the job to be filled.

Compensation is commensurate with experience.

HOW TO APPLY

Applicants who can prove they have the legal right to work in the United States will be considered for the role. However, applicants should be aware that, whilst all qualifying applications will be considered, priority will be given to applicants who fit the requirements listed and are already living in the United States.

Email: careers@thorlaser.com