**一、精益软件研发流程/方法/工具链经理**

职位描述

Mission:

1, Overall lead the PMT(Process/Methods/Tools) work group to achieve the engineering excellence by right development process/methodology/tool chain in CSSDC (Continental China Software and System Development Center)

2,Lead and drive the software development process by a state of the art software Tool Chain targeting on high productivity and quality.

3,Lead and identify the right methods supporting the software development teams among all possible ready internal/external solution.

4,Quality insurance for on-going project running in the CSSDC.

Main Tasks:

1. Strategy alignment with He[a]t PMT to define and roll-out the organizational strategy as the following areas:

- Implementation of a state of the art software development Tool Chain.

- Ensure operational excellence vie e.g., efficient support for continuous integration, testing, bug fixing

- Continuous improvement of the software development process (waterfall, iterative, agile) by efficient tool support

- Define an agile software development process.

- Execute software development process value stream analysis to define value add and non-value add tasks.

2. Lead and drive the following areas by the proper defined Tool Chain:

- Design Guidelines

- Coding Standards

- Static and Dynamic Code Analysis

- SW KPI Metrics evaluation

- Support the competence growth of other PMT engineers by coaching and trainings.

3. Ensure the strategy aligned with Engineering Excellence @ China 2025 initiative.

4. Propose solutions for continuous improvement in area of expertise and participate to workgroups by actively seeking the feedback from internal/external stakeholders.

5. Create and share the best practice for internal BUs R&D.

6. Design, plan and conduct the internal needed training for the PMT.

任职条件

1. Master degree in relveant majors are preferred.

2. 5+ years as SW Developer or SW Project Lead or SW Quality Engineer or SW PMT is preferred.

3. 3+ years experience in product development in automotive or IT industry.

4. Excellent communication with internal/external stakeholders.

5. Proactive to the problems and Can-do spirit must have in a new innovation work group.

6. Fluent English skills, and experiences in working in international teams and understanding for foreign cultures required.

**二、Software Engineering Line Manager**

职位描述

Leading People:

- Act as coach & mentor for teams

- mentor & provide technical guidance to all engineers of own area of responsibility

- Ensure coaching and know-how ramp-up within own area of responsibility:

a) Either coach key roles to ensure they are executing their right responsibilities or

b) establish mentoring & coaching structures based on seniority inside his/her own area of responsibility

Establish & monitor objective feedback channels to measure the performance of the organization

(e.g. based on the following input sources):

- KPIs measuring operational excellence (productivity, quality, timelyness)

- Feedback from Business Owners

- Strategic directions from Business Owners as well as GM Chongqing, I&T Head, He[a]t location Manager, CSSDC Head

- Feedback from Employees in own area of responsibility

Use feedback to drive:

- Employee Capability Management,

- Organizational Environment Development,

- Subcontracting and Staffing

- Drive employees to operational excellence and ensure individual growth of employees

- Develop new leaders

- Identify and close knowledge gaps on individual and organizational level

- Talent, Development & Reward Management (individual career, performance, training, compensation)

- Build up strategic technology competencies with respect to product portfolio development (e.g. via feedback from above listed stakeholders)

- Recruitment of new employees / actively support retention strategy

- Cover all disciplinary leadership topics for his/her area of responsibility. for example, resolve team conflicts if they are not able to solve inter-personal issues, handle refusal to follow given work instructions, handle disciplinary warnings as needed (with HR support)

- Build high-performing teams from organizational point of view

- External Sub-Contract Management to cover engineering capacity demands that cannot be covered internally for his/her area of responsibility within framework of purchasing process and available project budget

- Ensure supplier portfolio Management fitting to strategic department requirements

- Define Vision and Mission statement for org unit, align own vision and mission to the one of the superior organisation and afterwards with employees of own area of responsibility e.g. use Hoshin Kanri/ Policy Deployment process

- Continiously improve our overall engineering performance in collaboration with he[a]t PMT organization

- Provide project staffing from own team based on the technical demands and budget as well as competency needs of project owner

- Ensure efficient staffing e.g. by keeping the dependencies between involved locations and involved locations to a minimum

- Support in the resolving project escalations

- Support quote team in the process to give realistic estimations for future product quotes

- Carefully watch commited vs expected projects and respective load forecast for own area of responsibility

- In case of mismatch drive management escalation

- Aim at stable teams during project lifetime

- Actively support and lead organizational improvement topics, e.g., based on Lessons Learned, or project reflection workshops

- Lead changes by example

- Act as a coach and teacher regarding organizational transformation topics

- Act as an interface between top-down transformation and bottom-up transformation. Consolidate both directions

- Intensify Value Creation by Innovation Management for SW Solutions/Services

Participation in R&D planning, esp. during budget planning

- Take ownership for dedicated budget

任职条件

1.Degree in engineering relevant domain or comparable preferred

2.4+ years working in automotive software environment (or equivalent)

3.2+ years experience in working in discipline relevant projects

4.3+ years experience acting in a role for leading people in the respective engineering discipline (functional or disciplinary leadership)

5.Experiences in working in international teams and understanding for foreign cultures required

**三、系统架构师-车联网通讯**

职位描述

1，Analyze the system requirements and regional legal requirements

分析系统需求和相关区域的法规需求​

2，Define the system architecture strategy in order to fulfill system requirements, functional safety, security and target costs

定义系统架构策略，以满足系统要求、功能安全、安全性保证和目标成本要求​

3，Design the system architecture in order to be aligned with the existing generic architectures (HW/SW platform)

基于现有通用平台（软硬件平台）下的系统架构设计​

4，Define internal and external interfaces for each system element

为各个系统单元定义内部和外部接口​

5，Identify the critical use-cases for the system architecture

识别出系统架构下的关键应用场景（关键用例）​

6，Decompose the system into sub-systems (platform, modules, components), all the while establishing a bilateral traceability between system requirements and system architectural design

讲系统架构分解为各个子系统（平台、模块、零件），并且在系统需求和系统架构设计之间，建立双向可追溯性的关系

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7，Define the management rules for the hardware resources used by sub-systems (CPU, RAM, Flash memory)

对各个被子系统（CPU、RAM、Flash memory）所调用的硬件资源，定义管控规则

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8，Create strategies to achieve performance related KPI requirements, as well as stability and robustness related ones

创建系统策略，以实现相关KPI的性能要求，以及稳定性相关要求​

9，Lead the problem resolution process with in-depth analysis and debugging for root cause identification

组织深入分析和调试，找到根本原因，以完成最终解决问题的过程​

10，Analyze and improve the robustness of the system architecture by performing System FMEA (Failure mode and effect analysis) on critical areas

通过对关键领域的失效模型分析以分析和提高系统架构的稳定性

任职条件

1，Graduated in a relevant field (e.g. Electronics, Telecommunications, Computer science, Automatics, Mechatronics, Electrical Engineering)

毕业于相关领域（如电子、电信、计算机科学、自动化、机电一体化、电气工程)​

2，Minimum 5 years’ experience in product design and development

至少5年产品设计开发经验​

3，Experience in telematics system development

有通讯系统类开发经验​

4，Good knowledge of Requirements and Architectural Engineering Tools (e.g. Doors, Rhapsody)

对需求和系统工程工具（例如，Doors, Rhapsody）有较好的掌握​

5，Good electronics knowledge and modem (mobile standards) know-how, especially on 4G/5G module solution

具有良好的电子知识和调制解调器（移动标准）的知识和掌握，特别是4G/5G模块方案

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6，Basic programming knowledge, any of the following: 基础了解 C, C++

有以下任一项编程技能: C, C++, ​

7，Advanced knowledge on Linux systems

对Linux系统有预先理解​

8，Knowledge of Vehicle communication protocols (e.g. CAN, Ethernet, Flex Ray, LIN)

了解车辆通讯协议（如CAN, Ethernet, Flex Ray, LIN ）​

9，Good writing, reading and speaking English skills

良好的英文读写能力，语言表达流利​

10，Ability to lead design topics and structured problem solving

能领导并结构化的解决设计问题​

11，Willing to travel for business / training

可以接受出差/培训​

12，Agile Methods experience is a plus

有敏捷开发经验者更佳

**四、系统需求工程师-车联网通讯**

职位描述

1，负责接收客户需求​

2，被定义为面向客户的接口，负责需求交互及更新​

3，就整个客户的规格定义进行商谈​

4，对开发项目的系统需求，进行相应的引用、分析、记录文档化和验证​

5， 制定系统需求规范文档（根据需求管理方法：质量要求、一致性、完整性、验收标准、技术可行性）​

6，分析和管理变更请求

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7，负责系统需求的规范化及优先级确认​

8， 与相关系统负责人、平台系统需求一起，协调同步系统需求​

9，执行需求管理，并实施规格规范的需求变更管理

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10， 需求结构化管理​

11，跟踪监测所有的需求分析​

12， 确保可追溯性、达成各项指标

收起

任职条件

1，相关大学学科毕业（例如，自动化控制、计算机科学、电子与通讯、信息学、电子工程、数学等）

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2， 有相关通讯系统开发经验为佳​

3，具备良好的计划和组织技能，以客户以结果为导向

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4，具备解决问题的技能和经验

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5， 有变更管理的经验为佳

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6，了解对需求工程的流程

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7，具备审核方法

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8，熟练使用需求管理工具，（例如 DOORS、DNG）

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9，有使用JIRA，Confluence的经验

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10，良好的英文读写能力，交流能力。

**五、软件架构师**

**职位描述**

负责产品： 汽车高性能计算机

**工作内容:**

1. 分析，讨论和优化客户需求，进行端到端的架构设计

2. 设计和评估软件解决方案

3. 指导软件开发工程师和子域架构工程师开发软件设计

4. 和系统架构工程师一起分解系统，定义软件功能模块

5. 分析解决疑难问题。

**任职条件**

**专业背景和能力要求:**

1. 计算机、电工，自动化控制或通信等专业，本科及以上学历

2. 具有ARM嵌入式实战经验

3. 7年以上汽车嵌入式系统软件设计经验

4. 在AUTOSAR或者POSIX系统上具备软件架构设计能力和经验

5. 熟悉CAN ,SPI , LIN, Ethernet 等通信协议，有Canoe/ CAPL方面的经验

6. 掌握网络协议栈比如：FTTP, MQTT, REST, DoIP

7. 熟悉LINUX/QNX基础组件和框架

8. 以客户为导向，拥有良好的沟通和合作意识

9. 熟悉C/C++

**以下相关经验知识可作为加分项：**

1. 熟悉Adaptive Autosar

2. 了解硬件知识

3. DDS , SOME/IP

4. SOA

5. 具有敏捷开发流程的经验

6. 具有车身域架构设计经验者优先，例如：TBOX，BCM，PEPS，网关