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Change History				
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CEN18800046	28/08/2026	CEN188V1.001	all	document creation

Junior Electrical Engineer (System Design ECU, High Voltage) 高压 ECU 系统设计初级电气工程师

Working place: Tianjin

Recruiting number:1

Role overview

As a Junior Electrical Engineer focusing on high-voltage ECU system design, you will support the technical team in architecture design, development execution and system verification tasks for HV electronic control units in battery electric and plug-in hybrid vehicles. You will assist with requirement management, design documentation, test execution and system integration work, and build your expertise in automotive HV ECU systems under the guidance of senior engineers. This role provides a steep learning curve in cutting-edge automotive high-voltage technology.

Key Responsibilities

- Assist senior engineers in high-voltage ECU system design work, including architecture drafting, interface definition and technical document preparation.
- Support requirement engineering tasks: organize and track system-level requirements, and assist in building and maintaining requirement traceability matrices.
- Participate in system integration and verification activities for HV ECUs, assist in executing test plans, collecting test data and sorting test records.
- Support technical communication with component suppliers and test institutions, and follow up on the delivery of development samples and test results.
- Assist in root cause analysis for technical issues, and support the implementation of corrective measures under the guidance of senior engineers.
- Maintain design documentation, test reports and technical files in accordance with company quality management standards.
- Ensure all assigned design and execution work complies with relevant industry standards and project specifications.

Qualifications & Requirements

Education

- Bachelor's degree or Master's degree in Electrical Engineering, Automotive Engineering, Mechatronics or a related field.
- Excellent fresh graduates with English as a working language are also welcome.

Professional Experience

- 1 year of relevant working experience in automotive electrical systems or high-voltage ECU field; outstanding new graduates with relevant internship experience are also considered.
- Basic understanding of battery electric or plug-in hybrid vehicle high-voltage systems and core ECU functions.
- Practical experience with automotive electrical testing or technical documentation work is preferred.

Technical & Tool Proficiency

- Basic knowledge of automotive high-voltage system architecture and ECU hardware fundamentals.
- Basic understanding of automotive communication protocols such as CAN and LIN.
- Proficient in common office software and technical documentation tools; experience with requirement management tools is a plus.
- Basic awareness of automotive functional safety and EMC concepts is preferred

Language Proficiency

- Native proficiency in Chinese.
- Fluent command of English (speaking, writing and reading) for reading technical documents and cross-team communication.
- German language skills are a plus.

Core Competencies

- Strong learning enthusiasm and open mindset, willing to dive deep into automotive high-voltage technology.
- Structured working style with careful attention to details and technical accuracy.
- Good communication skills and team spirit, able to collaborate effectively across functions.
- Proactive problem-solving attitude and ability to follow guidance to complete tasks efficiently.
- Fast learner with strong self-motivation and a strong sense of responsibility.

We are looking forward to your application! Please send us your complete application file in English mentioning your earliest possible entry date by e-mail to: careers@cenergy.asia

工作地点: 天津

招聘人数: 1 人

岗位概述

作为高压 ECU 系统设计初级电气工程师,你将协助技术团队完成纯电动及插电混动汽车高压电子控制单元的架构设计、开发执行与系统验证相关工作。你将参与需求管理、设计文档编制、测试执行与系统集成等事务,在高级工程师的指导下积累汽车高压 ECU 系统领域的专业能力,在前沿汽车高压技术领域获得快速成长。

主要工作职责

- 协助高级工程师开展高压 ECU 系统设计工作,包括架构草拟、接口定义与技术文档编制。
- 支持需求工程相关事务:整理与跟踪系统级需求,协助搭建与维护需求追溯矩阵。
- 参与高压 ECU 的系统集成与验证工作,协助执行测试计划、采集测试数据、整理测试记录。
- 协助对接零部件供应商与测试机构,跟进开发样件与测试结果的交付进度。
- 协助开展技术问题的根本原因分析,在高级工程师指导下配合落实纠正措施。
- 按照公司质量管理标准,维护设计文档、测试报告与技术档案。
- 确保所负责的设计与执行工作符合相关行业标准与项目规范要求。

任职资格与要求

教育背景

- 电气工程、汽车工程、机电一体化或相关专业本科及以上学历。
- 能将英语作为工作语言的优秀应届毕业生也可投递。

专业经验

- 1 年汽车电气系统或高压 ECU 领域相关工作经验;有相关实习经历的优秀应届生也可考虑。
- 对纯电动或插电混动汽车高压系统及 ECU 核心功能有基础认知。
- 有汽车电气测试或技术文档工作实操经验优先。

专业技能与工具能力

- 掌握汽车高压系统架构与 ECU 硬件基础知识。
- 了解 CAN、LIN 等汽车通信协议。
- 熟练使用常用办公软件与技术文档工具;有需求管理工具使用经验优先。
- 对汽车功能安全与 EMC 概念有基础了解优先。

语言能力

- 中文母语水平,听说读写流利。
- 英语流利,可阅读技术文档并参与跨团队沟通。
- 具备德语能力者优先。

核心胜任力

- 学习意愿强烈,心态开放,愿意深耕汽车高压技术领域。
- 工作方式结构化,注重细节与技术准确性。

- 良好的沟通能力与团队协作意识，可高效配合跨部门工作。
- 积极主动的问题解决态度，能在指导下高效完成工作任务。
- 学习能力强，自驱力与责任心强。

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careers@cenergy.asia