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Change History				
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CEN18800046	30/08/2026	CEN188V1.001	all	document creation

Junior Requirements Engineer for Electrical Component (HV System) 高压系统电气零部件初级需求工程师

Working place: Tianjin

Recruiting number:1

Role overview

As a Junior Requirements Engineer for electrical components in the high-voltage (HV) system, you will support requirement engineering activities for HV electrical components of battery electric and plug-in hybrid vehicles. Working under the guidance of senior engineers, you will assist in requirement elicitation, analysis, specification and management, help maintain traceability from stakeholder needs to design and validation, and collaborate with system design, hardware, testing and supplier teams. You will actively learn requirement engineering methodologies and automotive standards, support requirement change handling, and help ensure full compliance with OEM specifications and automotive industry standards such as ISO 26262.

Key Responsibilities

- Support the elicitation, capture and analysis of requirements for HV electrical components (e.g., BMS, OBC, DC/DC converter, inverter, PDU and HV wiring components) from OEM specifications, vehicle-level and system-level requirements.
- Assist in specifying, structuring and maintaining component requirement specifications, ensuring completeness, consistency and verifiability.
- Help establish and maintain traceability from stakeholder and system requirements through component requirements to design, validation plans and test results.
- Support the analysis and review of requirement changes, prepare impact assessments and assist in requirement baseline management across project milestones.
- Support technical clarification of component requirement specifications with global suppliers and component Tier 1 vendors under the guidance of senior engineers.
- Ensure assigned requirement documentation complies with ISO 26262 functional safety requirements, automotive EMC regulations and applicable industry standards.
- Support design and validation teams in deriving test cases from requirements and in documenting verification results.
- Actively learn requirement engineering methodologies, tools and automotive standards, and continuously build up technical competence.

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

- Graduation from university plus approximately 1 year of professional experience in requirements engineering for automotive electrical components or systems; internship or working student experience with an EV/PHEV OEM or Tier 1 supplier is preferred.

- First hands-on experience in requirement specification, documentation or traceability management for battery electric or plug-in hybrid vehicles.
- Initial exposure to the vehicle development lifecycle from concept phase to series production launch is a plus.

Technical & Tool Proficiency

- Good knowledge of HV electrical components and vehicle high-voltage system architecture.
- Basic methodological knowledge of requirements engineering and the V-model development process.
- Familiar with requirement management tools such as DOORS, Polarion or Jama.
- Basic knowledge of ISO 26262 functional safety requirements and automotive EMC regulations.
- Basic understanding of automotive communication protocols such as CAN, CAN FD, LIN and Ethernet.
- Willingness to learn HV component testing and validation methods to support requirement verification.

Language Proficiency

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

Core Competencies

- Good analytical and systems thinking ability to structure requirement documentation.
- Structured working style, highly detail-oriented with strict standards for design quality and technical accuracy.
- Good communication and coordination skills to align requirements with internal teams and suppliers.
- Proactive problem-solving mindset, able to identify requirement questions and drive resolution together with senior engineers.
- Highly motivated, fast learner with an open mindset, able to manage multiple priorities in a fast-paced environment.

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

作为高压系统电气零部件初级需求工程师，你将在资深工程师的指导下，参与纯电动及插电混动汽车高压电气零部件的需求工程工作。你将协助完成需求的获取、分析、规范定义与管理，维护从利益相关方需求到设计与验证的可追溯性，并与系统设计、硬件、测试及供应商团队协作。你将快速学习需求工程方法与汽车行业标准，支持需求变更管理，协助确保方案符合主机厂技术规范及 ISO 26262 等汽车行业标准。

主要工作职责

- 参与从主机厂规范、整车级与系统级需求中获取、捕获并分析高压电气零部件（如 BMS、OBC、DC/DC 变换器、逆变器、高压配电单元及高压线束部件等）的需求。
- 协助编写、结构化并维护零部件需求规范，确保其完整、一致且可验证。
- 协助建立并维护从利益相关方需求、系统需求到零部件需求，再到设计、验证计划与测试结果的可追溯性。
- 参与需求变更的分析与评审，协助开展影响分析与跨项目节点的需求基线管理。
- 在资深工程师指导下，参与与全球供应商及零部件一级供应商的需求技术澄清。
- 确保所负责的需求文档符合 ISO 26262 功能安全要求、汽车 EMC 法规及相关行业标准要求。
- 支持设计与验证团队从需求推导测试用例并记录验证结果。
- 积极学习需求工程方法论、工具与汽车行业标准，持续提升专业技术能力。

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

- 汽车电气零部件或系统需求工程相关专业本科毕业，并具备约 1 年工程经验；有纯电动/插电混动车企或一级供应商实习或学生工作经历者优先。
- 具备纯电动或插电混动车型需求规范编写、文档管理或可追溯性管理的初步实践经验。
- 有从概念阶段到量产启动整车开发周期的接触经历者优先。

专业技能与工具能力

- 掌握高压电气零部件与整车高压系统架构的基础知识。
- 了解需求工程方法论与 V 模型开发流程的基础知识。
- 会使用 DOORS、Polarion、Jama 等需求管理工具。
- 了解 ISO 26262 功能安全要求与汽车 EMC 法规的基础知识。
- 了解 CAN、CAN FD、LIN、以太网等汽车通信协议的基础知识。
- 愿意学习高压零部件测试与验证方法，以支持需求验证工作。

语言能力

- 中文母语水平，听说读写流利。
- 英语流利，可胜任跨团队、跨国界的技术沟通与文档工作。

- 具备德语能力者优先。

核心胜任力

- 良好的分析与系统思维能力，能够梳理需求文档。
- 工作方式结构化，注重细节，对设计质量与技术准确性有严格标准。
- 良好的沟通协调能力，可与内部团队及供应商高效对齐需求。
- 积极主动的问题解决思维，能在资深工程师支持下识别需求问题并推动解决。
- 自驱力强，学习速度快，心态开放，能在快节奏环境中管理多项优先级任务。

我们诚挚期待您的申请！ 请将完整的英文申请材料（请注明最早可到岗日期）发送至邮箱：
careers@cenergy.asia