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Change History				
Employee Code	Last Modified	Document Version	Chapter	Change Note
CEN18800046	30/08/2026	CEN188V1.001	all	document creation

Junior Test Engineer – CAN, Communication and SW Functions

CAN/通信与软件功能初级测试工程师

Working place: Tianjin

Recruiting number:1

Role overview

As a Junior Test Engineer for CAN, communication and software function testing, you will support the verification of communication systems and software functions of ECUs for battery electric and plug-in hybrid vehicles. Working under the guidance of senior engineers, you will personally execute communication and SW function tests according to the test plan, analyze results and author English test reports, and assist in test case design and test environment setup. You will actively learn communication protocols, diagnostics and test automation, collaborate closely with development teams, and help ensure that all test activities comply with OEM specifications and automotive industry standards.

Key Responsibilities

- Support the preparation of test plans and test specifications for communication and SW function tests under the guidance of senior engineers.
- Assist in the design and implementation of (automated) test cases using tools such as CANoe and CAPL.
- Set up and operate test environments for component testing, including restbus simulation and measurement equipment.
- Personally execute communication tests and SW function tests according to the given test plan and test specifications.
- Analyze bus traces, logs and measurement data, document failures and deviations and support root cause analysis together with development teams.
- Write precise and traceable English test reports and test documentation.
- Document and track issues in the bug tracking system and follow up on their status.
- Actively learn communication protocols, diagnostics and test automation, and continuously build up technical competence.

Qualifications & Requirements

Education

- Bachelor's degree or Master's degree in Electrical Engineering, Automotive Engineering, Computer Science, Communications Engineering 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 testing of electronic components or systems; the ability to personally execute hands-on tests is mandatory; internship or working student experience with an EV/PHEV OEM or Tier 1 supplier is preferred.
- First hands-on experience in test execution, results analysis and documentation; initial exposure to CAN/CAN FD or CANoe is a plus.

- Willing and able to travel for test campaigns on specific road sections and at test sites in the surrounding regions.

Technical & Tool Proficiency

- Good knowledge of automotive communication fundamentals (e.g., CAN, CAN FD, LIN).
- Basic understanding of diagnostics (UDS) and SW function verification.
- Good programming skills (e.g., CAPL, C/C++ or Python) for developing test cases.
- Familiar with Vector tools such as CANoe/CANalyzer, or able to learn them quickly.
- Familiar with measurement equipment and basic log analysis.
- Familiar with MS Office; first experience with bug tracking tools is a plus.

Language Proficiency

- Native proficiency in Chinese.
- Good command of written English is mandatory: able to read English technical documents and standards and to independently create English test reports; fluent spoken English is a plus but not a hard requirement.
- German language skills are a strong plus.

Core Competencies

- Good analytical and systems thinking ability to structure test scopes and analyze results.
- Structured working style, highly detail-oriented with strict standards for design quality and technical accuracy.
- Good communication and coordination skills to collaborate effectively with internal teams.
- Proactive problem-solving mindset, able to identify 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 CAN、通信与软件功能初级测试工程师，你将在资深工程师的指导下，参与纯电动及插电混动汽车 ECU 通信系统与软件功能的验证工作。你将按测试计划亲自执行通信与软件功能测试，分析结果并撰写英文测试报告，并协助测试用例设计与测试环境搭建。你将快速学习通信协议、诊断与测试自动化技术，与开发团队紧密协作，协助确保所有测试活动符合主机厂技术规范及汽车行业标准。

主要工作职责

- 在资深工程师指导下，参与通信与软件功能测试的测试计划与测试规范编制。
- 协助使用 CANoe、CAPL 等工具进行（自动化）测试用例的设计与实现。
- 搭建并操作部件级测试环境，包括剩余总线仿真与测量设备。
- 根据给定的测试计划与测试规范，亲自执行通信测试与软件功能测试。
- 分析总线报文、日志与测量数据，记录故障与偏差，并与开发团队一起参与根本原因分析。
- 撰写准确、可追溯的英文测试报告与测试文档。
- 在缺陷跟踪系统中记录并跟踪问题，跟进问题状态。
- 积极学习通信协议、诊断与测试自动化技术，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、计算机科学、通信工程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

- 相关专业本科毕业，并具备约 1 年电子部件或系统测试领域工程经验；必须能够亲自开展动手测试；有纯电动/插电混动车企或一级供应商实习或学生工经历者优先。
- 具备测试执行、结果分析与文档编写的初步实践经验；有 CAN/CAN FD 或 CANoe 的初步接触经历者优先。
- 愿意并能够接受周边区域特定路段及试验场地的测试出差安排。

专业技能与工具能力

- 较好掌握汽车通信基础知识（如 CAN、CAN FD、LIN）。
- 基本了解诊断（UDS）与软件功能验证。
- 良好的编程能力（如 CAPL、C/C++ 或 Python），能够编写测试用例。
- 熟悉 CANoe/CANalyzer 等 Vector 工具，或能够快速学习掌握。
- 会使用测量设备，具备日志分析基础。
- 熟练使用 MS Office；有缺陷跟踪工具使用经验者优先。

语言能力

- 中文母语水平，听说读写流利。
- 必须具备良好的英语读写能力：能够阅读英文技术文档与标准，并独立撰写英文测试报告；英语口语流利为加分项，不作硬性要求。

- 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，能够组织测试范围并分析结果。
- 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，可与内部团队高效协作。
- 积极主动的问题解决思维，能在资深工程师支持下识别问题并推动解决。
- 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。

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careers@cenergy.asia