南京能驰科技有限公司
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Senior Requirements Engineer for Electrical Component (HV System)
高压系统电气零部件高级需求工程师

Working place: Tianjin

Recruiting number:1

Role overview

As a Senior Requirements Engineer for electrical components in the high-voltage (HV) system, you will take end-to-end responsibility for requirement engineering of HV electrical components for battery electric and plug-in hybrid vehicles. You will lead requirement elicitation, analysis, specification and management across the full component lifecycle, translate OEM and vehicle-level requirements into precise component requirement specifications, and ensure complete traceability from stakeholder needs to design and validation. Working closely with system design, hardware, testing and supplier teams, you will manage requirement changes and baselines, safeguard consistency across the HV component portfolio, and ensure full compliance with OEM specifications and automotive industry standards such as ISO 26262.

Key Responsibilities

- Lead 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.
- Specify, structure and maintain component requirement specifications, ensuring they are complete, consistent, unambiguous and verifiable.
- Establish and manage full traceability from stakeholder and system requirements through component requirements to design, validation plans and test results.
- Analyze, review and negotiate requirement changes with OEM and internal engineering teams, perform impact analyses and manage requirement baselines across project milestones.
- Clarify and align component requirement specifications with global suppliers and component Tier 1 vendors, and support technical clarification during sourcing and development.
- Ensure requirement specifications comply with ISO 26262 functional safety requirements (including ASIL classification), automotive EMC regulations and applicable industry standards.
- Support design and validation teams in deriving design solutions and test cases from requirements, and review verification results against requirement specifications.
- Provide technical guidance and mentorship to junior requirements engineers, and support the continuous improvement of requirement engineering processes and tools.

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

- 4+ years of professional experience in requirements engineering for automotive electrical components or systems, ideally with focus on high-voltage components; OEM or Tier 1 supplier background preferred.
- Proven track record in requirement specification, change management and traceability management for battery electric or plug-in hybrid vehicles.
- Solid project experience covering the full vehicle development lifecycle from concept phase to series production launch.

Technical & Tool Proficiency

- In-depth knowledge of HV electrical components and vehicle high-voltage system architecture, including their interactions and interfaces.
- Strong methodological background in requirements engineering (elicitation, specification, prioritization, validation) and in the V-model development process.
- Proficiency in requirement management tools such as DOORS, Polarion or Jama; experience with ASPICE process models is preferred.
- Good working knowledge of ISO 26262 functional safety, including safety requirement decomposition and ASIL handling.
- Familiar with automotive communication protocols such as CAN, CAN FD, LIN and Ethernet, and with component diagnostic requirements.
- Basic understanding of 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

- Strong analytical and systems thinking ability to structure complex requirement landscapes.
- Structured working style, highly detail-oriented with strict standards for design quality and technical accuracy.
- Excellent communication and coordination skills to align requirements between OEM, internal teams and global suppliers.
- Proactive problem-solving mindset, able to independently identify requirement gaps, conflicts and inconsistencies and drive resolution.
- 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

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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高级需求工程师，你将全面负责纯电动及插电混动汽车高压电气零部件的需求工程端到端工作。你将牵头完成需求的获取、分析、规范定义与全生命周期管理，将主机厂及整车级需求转化为精准的零部件需求规范，并确保从利益相关方需求到设计与验证的完整可追溯性。你将与系统设计、硬件、测试及供应商团队紧密协作，管理需求变更与基线，保障高压零部件组合的一致性，确保方案完全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

- 牵头从主机厂规范、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。
- 编写、结构化并维护零部件需求规范，确保其完整、一致、无歧义且可验证。
- 建立并管理从利益相关方需求、系统需求到零部件需求，再到设计、验证计划与测试结果的完整可追溯性。
- 与主机厂及内部工程团队分析、评审并协商需求变更，开展影响分析，并跨项目节点管理需求基线。
- 与全球供应商及零部件一级供应商澄清并对齐零部件需求规范，支持采购与开发阶段的技术澄清。
- 确保需求规范符合 ISO 26262 功能安全要求（含 ASIL 分级）、汽车 EMC 法规及相关行业标准。
- 支持设计与验证团队从需求推导设计方案与测试用例，并评审验证结果与需求规范的符合性。
- 为初级需求工程师提供技术指导与带教，支持需求工程流程与工具的持续改进。

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

- 4 年以上汽车电气零部件或系统需求工程领域工程经验，有高压零部件方向经验者优先，有主机厂或一级供应商背景优先。
- 具备纯电动或插电混动车型需求规范编写、需求变更与可追溯性管理的成熟项目经验。
- 拥有覆盖从概念阶段到量产启动全整车开发周期的项目经历。

专业技能与工具能力

- 深入掌握高压电气零部件与整车高压系统架构，包括其交互关系与接口定义。
- 具备扎实的需求工程方法论基础（需求获取、规范编写、优先级排序、验证）与 V 模型开发流程知识。
- 熟练使用 DOORS、Polarion、Jama 等需求管理工具；有 ASPICE 流程模型经验优先。
- 熟悉 ISO 26262 功能安全要求，包括安全需求拆解与 ASIL 处理。
- 熟悉 CAN、CAN FD、LIN、以太网等汽车通信协议及零部件诊断需求。
- 了解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

- 优秀的分析与系统思维能力，能够梳理复杂的需求体系。
- 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。
- 出色的沟通协调能力，可在主机厂、内部团队与全球供应商之间高效对齐需求。
- 积极主动的问题解决思维，能独立识别需求缺口、冲突与不一致并推动解决。
- 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