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## Senior Test Engineer – CAN, Communication and SW Functions

### CAN/通信与软件功能高级测试工程师

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**Working place:** Tianjin

**Recruiting number:**1

#### Role overview

As a Senior Test Engineer for CAN, communication and software function testing, you will take end-to-end responsibility for the verification of communication systems and software functions of ECUs for battery electric and plug-in hybrid vehicles. You will define test strategies and test plans for network communication and SW function tests, design and implement automated test cases, personally execute tests on component and integration level, analyze results and author professional English test reports. Working closely with software development, system design and requirement engineering teams, you will drive issue resolution and ensure that all test activities comply with OEM specifications and automotive industry standards.

#### Key Responsibilities

- Develop test strategies and detailed test plans for communication tests (bus physical layer, protocol, network management) and SW function tests of ECUs based on requirements and functional specifications.
- Define and design test cases and test specifications, and implement automated test sequences (e.g., CAPL, vTESTstudio, Python) for communication and SW function verification.
- Set up and operate test environments for component and integration testing, including restbus simulation, network gateways and measurement equipment.
- Personally execute communication tests (e.g., CAN/CAN FD/LIN/Ethernet conformance, timing, robustness, diagnostics UDS) and SW function tests according to the test plan.
- Analyze bus traces, logs and measurement data, identify failures and deviations, perform first-level root cause analysis and track issues together with development teams until closure.
- Author, review and release English test reports and test documentation that are precise, traceable and compliant with OEM requirements.
- Ensure all test activities comply with relevant standards and customer-specific test guidelines (e.g., UDS/ISO 14229, AUTOSAR); support audits and assessments.
- Provide technical guidance and mentorship to junior test engineers, and drive continuous improvement of test automation, processes and tooling.

#### 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

- 4+ years of professional experience in testing of automotive communication systems or software functions; the ability to personally execute hands-on tests is mandatory; OEM or Tier 1 supplier background preferred.

- Proven track record covering the full test process - test plan creation, test definition, test execution, results and failure analysis and English test report writing - across the development lifecycle up to series production.
- Willing and able to travel for test campaigns on specific road sections and at test sites in the surrounding regions.

### Technical & Tool Proficiency

- In-depth knowledge of automotive bus systems (CAN, CAN FD, LIN, Automotive Ethernet), including physical layer, protocol and network management aspects.
- Strong understanding of diagnostics (UDS/ISO 14229), AUTOSAR basics and SW function verification methods.
- Solid programming skills (e.g., CAPL, C/C++, Python) for developing automated test cases and test frameworks.
- Proficiency in Vector tools such as CANoe, CANalyzer and vTESTstudio; experience with bus trace and log analysis.
- Experience with test benches, restbus simulation and measurement equipment (e.g., oscilloscopes, bus interfaces).
- Experience with test management and bug tracking tools (e.g., Polarion, DOORS, JIRA); basic knowledge of automotive cybersecurity (ISO 21434) 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

- Strong analytical and systems thinking ability to structure complex test scopes and analyze failures.
- Structured working style, highly detail-oriented with strict standards for design quality and technical accuracy.
- Excellent communication and coordination skills to collaborate effectively with development teams, customers and suppliers.
- Proactive problem-solving mindset, able to independently identify test gaps and technical bottlenecks 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](mailto:careers@cenergy.asia)

**工作地点:** 天津

**招聘人数:** 1 人

### 岗位概述

作为 CAN、通信与软件功能高级测试工程师，你将全面负责纯电动及插电混动汽车 ECU 通信系统与软件功能验证的端到端工作。你将制定网络通信与软件功能测试的测试策略与测试计划，设计并实现自动化测试用例，亲自执行部件级与集成级测试，分析结果并撰写专业的英文测试报告。你将与软件开发、系统设计及需求工程团队紧密协作，推动问题解决，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

- 基于需求与功能规范，制定 ECU 通信测试（总线物理层、协议、网络管理）与软件功能测试的测试策略与详细测试计划。
- 定义并设计测试用例与测试规范，并实现用于通信与软件功能验证的自动化测试序列（如 CAPL、vTESTstudio、Python）。
- 搭建并操作部件级与集成级测试环境，包括剩余总线仿真、网络网关及测量设备。
- 亲自按测试计划执行通信测试（如 CAN/CAN FD/LIN/以太网一致性、时序、鲁棒性、UDS 诊断）与软件功能测试。
- 分析总线报文、日志与测量数据，识别故障与偏差，开展第一层根本原因分析，并与开发团队跟踪问题直至闭环。
- 编写、评审并发布准确、可追溯、符合主机厂要求的英文测试报告与测试文档。
- 确保所有测试活动符合相关标准及客户专属测试指南（如 UDS/ISO 14229、AUTOSAR）；支持审核与评估。
- 为初级测试工程师提供技术指导与带教，推动测试自动化、流程与工具链的持续改进。

### 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

- 4 年以上汽车通信系统或软件功能测试领域工程经验；必须能够亲自开展动手测试；有主机厂或一级供应商背景优先。
- 具备覆盖测试全流程的成熟项目经验——测试计划制定、测试定义、测试执行、结果与失效分析及英文测试报告编写，贯穿开发周期直至量产。
- 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

- 深入掌握汽车总线系统（CAN、CAN FD、LIN、车载以太网），包括物理层、协议与网络管理层面。
- 深入理解诊断（UDS/ISO 14229）、AUTOSAR 基础及软件功能验证方法。
- 扎实的编程能力（如 CAPL、C/C++、Python），能够开发自动化测试用例与测试框架。
- 熟练使用 CANoe、CANalyzer、vTESTstudio 等 Vector 工具，具备总线报文与日志分析经验。
- 具备测试台架、剩余总线仿真及测量设备（如示波器、总线接口）使用经验。

- 有 Polarion、DOORS、JIRA 等测试管理与缺陷跟踪工具经验；了解汽车网络安全（ISO 21434）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

- 优秀的分析与系统思维能力，能够组织复杂的测试范围并开展失效分析。
- 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，可高效对接开发团队、客户与供应商。
- 积极主动的问题解决思维，能独立识别测试覆盖缺口与技术瓶颈并推动解决。
- 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](mailto:careers@cenergy.asia)