

职位说明书	
--------------	--

一、招聘岗位基本信息					
职位名称	VAN整车架构总师	职级/层级	专家级	所属部门	商务车技术中心
分管业务	VAN整车平台架构规划及产品定义，整车开发把关	直管上级	分管副院长	下属人数	
招聘方式	外部招聘	主管上级	分管副院长	薪酬范围	
面试流程	一面：分管副院长	二面：相关副院长集体面试	终面：院长	到位时间	17年12月

二、岗位职责

- 负责VAN类产品生命周期内整车架构、平台的规划及定义。
- 负责整车产品集成定义、性能定义。
- 负责整车评价及整车开发质量把关。

三、任职资格

- 具备15年以上欧系大VAN整车开发经历，至少主导过一个较完整的整车开发项目。
- 对欧系VAN类产品的整车需求、用户特点及使用工况有较深刻的认识，能够对此类产品进行准确的产品工程定义。
- 熟悉整车的各系统，有较强的工程基础。

四、招聘方向
建议在奔驰、福特进行招聘

五、需解决的问题（需具体且明确）
未来的办工方式，是常驻北京还是阶段性的在北京办工？

六、招聘人才绩效目标						
序号	重点项目或KPI指标	权重	指标要求	岗位角色	周期	量化标准/输出结果
1	业务运营指标1 图亚诺换代产品规划及产品定义	40%		架构总师	6个月	输出完整的整车产品规划方案
2	业务运营指标2 对目前开发项目进行整车评价	40%		技术把关	随项目进行	输出项目评价结果
3	管理指标 按计划完成各项任务	20%				计划完成率
批准		审核			编制	商务车技术中心

Job Specifications	
---------------------------	--

I . Basic Information of Position					
Job Title	Vehicle Architecture Engineer	Rank/Grade	expert	Department	VANS Vehicle Technology Center
Business in Charge	VANS vehicle platform architecture planning and product definition , Responsible for vehicle development	Direct Manager	Vice Dean	Number of Subordinates	
Recruitment Methods	External recruitment	Superior	Vice Dean	Salary Range	
Interview Process	First Interview: Vice Dean	Second Interview: Vice Dean of the collective interview	Final Interview:Dean	Expected Time for Duty:	December 2017

II. Job Responsibilities
 1、 Responsible for vehicle platform architecture planning and definition in VANS vehicle lifecycle ;
 2、 Responsible for vehicle product integration definition and performance definition ;
 3、 Responsible for vehicle development quality and vehicle evaluation.

III. Required Qualifications
 1、 At least 15 years experience in the development of large VAN automotive systems in Europe, at least one of the leading automotive development projects ;
 2、 Has a deep understanding of the requirements of automotive, user characteristics and operating conditions of the European VAN, and can accurately define the product engineering ;
 3、 Familiar with automotive systems, strong engineering foundation.

V. Target Enterprises
 Mercedes Benz and Ford

VI. Issues to be solved
 Office mode: always in Beijing or sometimes in Beijing?

VII. Performance Objectives after Recruitment

Number	Key Projects or KPI Index		Weight	Index Requirements	Position Role	Period	Quantitative Criteria/Output Results
1	Operational Indicators	Planning and definition of TOANO Replacement products	40%		Architecture Engineer	6 months	Complete vehicle product planning
2	Operational Indicators	Evaluate the current project	40%		Technical leader	With the project	Output project evaluation results
3	Management Indicators	Complete tasks as planned	20%				Plan completion rate
Approval			Review			Institution	VANS Vehicle Technology Center

职位说明书							
一、招聘岗位基本信息							
职位名称	MPV整车架构师	职级/层级	5级及以上	所属部门	伽途研究院		
分管业务	整车架构定义及管控	直管上级	伽途研究院院长	下属人数	5		
招聘方式	社会	主管上级	研究院副院长	薪酬范围	50万-80万		
面试流程	一面：人力	二面：副院长	终面：院长	到位时间	2017-12		
二、岗位职责							
1、整车平台架构设计、管理及升级； 2、整车平台管理、模块化设计及资源整合； 3、目标市场车型功性能发展趋势分析； 4、整车概念技术方案；							
三、任职资格							
专业：汽车设计相关专业。							
学历：本科及以上学历。							
工作经历：整车厂或汽车设计公司，从事整车性能或总布置开发工作。							
工作年限：本科15年以上，硕士12年以上，博士10年以上。							
四、招聘方向							
大众，通用，丰田，本田从事整车架构设计或总布置设计。							
五、需解决的问题							
1、制定伽途整车平台架构方案，模块化方案。 2、整车概念技术方案设计。							
六、招聘人才绩效目标							
序号	重点项目或KPI指标		权重	指标要求	岗位角色	周期	量化标准/输出结果
1	业务运营指标	项目节点交付物完成率	60%		独立	项目计划	交付物
2	管理指标	部门能力建设	30%		独立	每月	培训记录及设计规范
批准			审核			编制	

Job Specifications

I . Basic Information of Position

Job Title	The vehicle architects	Rank/Grade	At least fifth level	Department	Gratour R&D Institute
Business in Charge	Vehicle frame definition and management	Direct Manager	Dean of Gratour R&D Institute	Number of Subordinates	Five
Recruitment Methods		Superior	Vice Dean of Gratour R&D Institute	Salary Range	500-800 thousand yuan
Interview Process	First Interview: HR	Second Interview: Vice Dean	Final Interview: Dean	Expected Time for Duty:	2017-12

II . Job Responsibilities

- 1、 Responsible for vehicle platform frame Design/Management/Promotion
- 2、 To manage automobile platform ,design car models and resource integration;
- 3、 To analyze development trend of competitive automobile performance
- 4、 Responsible for automobile concept design

III. Required Qualifications

- 1、 Automotive design or other related major;
- 2、 Bachelor degree or above;
- 3、 Experience in developing vehicle performance or packaging , preferably in the automotive industry or auto design company;
- 4、 15 years work experience above for Bachelor, 12 years above for Master,10 years above for Doctor.

V . Target Enterprises

As automobile platform or Packaging design engineer in VolksWagen/GM /Toyota/Honda .

VI. Issues to be solved

1. To make Automobile platform frame/car models project
2. Responsible for automobile concept design

VII. Performance Objectives after Recruitment

Number	Key Projects or KPI Index		Weight	Index Requirements	Position Role	Period	Quantitative Criteria/Output Results
1	Operational Indicators	Project delivery completion	60%		independent	Project Plan	Project delivery
2	Management Indicators	Team building	30%		independent	Per month	Training records and Design rules
Approval			Review			Institution	

职位说明书	可靠耐久性能开发专家				
--------------	-------------------	--	--	--	--

一、招聘岗位基本信息					
职位名称	可靠耐久性能开发专家	职级/层级	6级工程师	所属部门	分析中心
分管业务	可靠耐久性能开发	直管上级	中心主任	下属人数	9
招聘方式	猎头	主管上级	主管副院长	薪酬范围	60~100万人民币
面试流程	一面：人力	二面：分析中心	终面：公司领导	到位时间	2017年11月

二、岗位职责

- 1.搭建福田商用车可靠耐久性能体系。
- 2.负责可靠耐久CAE仿真能力提升，如虚拟迭代、板簧分析、SLAM分析、疲劳分析、轻量化灵敏度分析等。
- 3.负责商用车可靠耐久性能指标设定、分解与验收。
- 4.负责各不同车型结构强度及耐久性分析策划与结果评估。
- 5.负责车辆开发过程中分析、整改、验证,过程落实跟踪,解决车辆可靠耐久问题，如结构优化、故障整改等。

三、任职资格

- 1、教育背景：研究生及以上学历，车辆专业或其他相关专业。
- 2、工作经验：从事汽车可靠耐久性能开发工作10年以上，现岗位为可靠耐久性能开发经理、高级工程师/专家工程师等。
- 3、胜任能力：有完整的汽车可靠耐久性能开发从业经历，熟悉可靠耐久开发流程;至少负责过两个项目可靠耐久性能开发全程工作，对汽车可靠耐久性能指标设定与分解，指标达成过程控制有较深的研究或成功经历;熟悉可靠耐久CAE分析软件及方法。

四、招聘方向
整车企业：通用、福特、大众、戴姆勒；零部件企业：麦格纳

五、需解决的问题
可靠耐久性能开发及CAE分析能力提升。

- 1.建立从道路载荷谱数据到整车疲劳寿命计算的整个分析流程、方法和规范，其中包含载荷谱虚拟迭代、疲劳寿命分析。
- 2.解决载荷谱虚拟迭代能力不足问题，搭载在研车型完成载荷谱虚拟迭代、疲劳寿命分析工作。
- 3.提升振动疲劳CAE分析能力。
- 4.制定完整的可靠耐久性能指标设定规范与分解方法。

六、招聘人才绩效目标						
序号	重点项目或KPI指标	权重	指标要求	岗位角色	周期	量化标准/输出结果
1	业务运营指标 提升产品可靠耐久正向开发能力	70%	完善现有可靠耐久指标体系；提升基于载荷谱的疲劳寿命分析能力	负责人	1年	可靠耐久性能指标体系；分析报告
2	管理指标 培养可靠耐久CAE分析团队	30%	培养1名载荷迭代；培养2名疲劳分析工程师	负责人	1年	被培养人员考评报告
	批准		审核		编制	

Job Specifications

I . Basic Information of Position

Job Title	Reliability & Durability Analysis Expert	Rank/Grade	Level-6 Engineer/ Chief Engineer	Department	Analysis Center
Business in Charge	the development of Endurance and Durability of Vehicle	Supervisor	Degao Li	Number of Subordinates	9
Recruitment Methods	Headhunting Agencies	Manager	Qingshan chen	Salary Range	600~1M RMB
Interview Process	First Interview: HR	Second Interview: Analysis Center	Final Interview: Corporate leaders	Expected Time for Duty:	November of 2017

II . Job Responsibilities

1. Construct a Reliability & Durability Analysis group for Foton commercial vehicles
2. Responsible for promoting group capabilities of endurance and durability CAE simulation , such as virtual iteration, leaf spring analysis, SLAM analysis, fatigue analysis, lightweight sensitivity analysis, etc.
3. Responsible for setting , cascading and achieving the endurable and durable performance targets of commercial vehicles.
4. Responsible for planning and evaluating the analysis of the structural strength and durability of different vehicle models.
5. Responsible for problem solving and design optimization in product development and validation.

III . Required Qualifications

1. Postgraduate degree, major in vehicle engineering or other related fields.
2. 10+ years of experience in reliability and durability performance development.
3. Experience in entire process of reliability and durability performance development.
4. Experience with at least 2 projects in Reliability and Durability Development, setting and cascading targets. Having in-depth understanding in project management, especially in process control management.
5. Familiar with CAE analysis softwares and methods in Reliability and Durability Analysis

V . Target Enterprises

Vehicle enterprise: GM、Ford、VOLKSWAGEN、Daimler Supplier enterprise: Magana

VI . Problems to be solved

1. Construct a Reliability & Durability Analysis group for Foton commercial vehicles
2. Develop a complete set of specifications for reliability and durability performance analysis criterions and cascading methods
3. Promoting the capability of virtual iteration of load spectrum to complete virtual iteration in entire vehicle numerical model, fatigue analysis work
4. Promoting the capability of CAE Simulation and Analysis in vibration fatigue direction

VII . Performance Objectives after Recruitment

Number	Key Projects or KPI Index		Weight	Index Requirements	Position Role	Period	Quantitative Criteria/Output Results
1	Operational Indicators	Promote the capability in forward reliability & durability performance development	70%	Improve the existing reliable & durable performance index system : To establish fatigue analysis ability based on the load spectrum	Accountable	1 year	existing reliable & durable performance index system ; Analysis report
2	Management Indicators	Develop reliability & durability CAE analysis team	30%	Develop a load iteration engineer ; Develop two fatigue analysis engineers	Accountable	1 year	Appraisal report
Approved By			Reviewed By			Drafted By	

职位说明书		整车评价专家					
一、招聘岗位基本信息							
职位名称	整车评价专家		职级/层级	6级	所属部门	试验中心	
分管业务	主观评价		直管上级	周昆兵	下属人数	4	
招聘方式	社招		主管上级	陈青山	薪酬范围		
面试流程	一面：	二面：	终面：	到位时间	2017.11		
二、岗位职责							
1. 主管卡车类新开发车型的主观评价和调校； 2. 负责卡车开发项目整车主观评价和调校的策划、实施和总结； 3. 负责评价问题的判定、分析和提出改进意见； 4. 负责主观评价和调校流程、标准和作业规范的建立和完善。							
三、任职资格							
1) 教育背景：本科及以上学历，车辆工程、机械工程等相关专业； 2) 工作经历：具有卡车整车主观评价工作10年以上，且近5年内没有脱离本专业； 3) 胜任能力：负责至少一个全新卡车开发项目的主观评价和调校工作，具备卡车驾驶资质。							
四、招聘方向							
目标单位及人群：戴姆勒、ECS的主观评价专业工程师							
五、需解决的问题							
1、卡车高端车型的对标评价和差距分析； 2、卡车主观评价指标体系、判定原则、工具和方法的建立完善。							
六、招聘人才绩效目标							
序号	重点项目或KPI指标		权重	指标要求	岗位角色	周期	量化标准/输出结果
1	业务运营指标	卡车主观评价能力建设	70%	主观评价和调校流程、标准和作业规范的建立。	技术负责人	11个月	评价指标流程、体系、作业规范。
2	管理指标	卡车主观评价技术团队建设	30%	培养3名评价工程师	技术负责人	16个月	能培养出3名独立进行评价的工程师
批准			审核			编制	

Job Specifications

I . Basic Information of Position

Job Title	SE Test specialist	Rank/Grade	level 6	Department	Test center
Business in Charge	Subjective evaluation	Direct Manager	Head of test center	Number of Subordinates	4
Recruitment Methods	social recruitment	Superior	EVP Chen	Salary Range	
Interview Process	First Interview:	Second Interview:	Final Interview:	Expected Time for Duty:	Nov. 2017

II . Job Responsibilities

- 1.Perform SE test and chassis tuning for new development truck product;
- 2.Plan, perform and evaluate SE test and chassis tuning for truck project;
- 3.Responsible for evaluating SE test issues analyzing the reason and putting forward improvement approach;
- 4.Build and optimize the evaluation system(process/standard) about SE test and chassis tuning

III . Required Qualifications

- 1) Bachelor degree or above in mechanical/automotive engineering;
- 2) 10 years or more experience of SE test on truck, relevant professional experience in recent five years.
- 3) Experience in SE test and chassis tuning for new development truck product , play important role in the test process;Good driving and evaluation skill on truck.

V . Target Enterprises

Target:..The SE engineer of DAIMLER or ECS

VI . Issues to be solved

- 1、 benchmarking and gap analysis of truck;
- 2、 Build and optimize the evaluation system(process/standard) about SE test and chassis tuning

VII . Performance Objectives after Recruitment

Number	Key Projects or KPI Index		Weight	Index Requirements	Position Role	Period	Quantitative Criteria/Output Results
1	Operational Indicators	SE test Capacity building of truck	70%	Build the process/standard about SE test and chassis tuning	specialist	11 months	the process/standard about SE test and chassis tuning
2	Management Indicators	Technical team building for SE test	30%	Training three SE engineers	specialist	11 months	three SE engineers can perform SE test independently
Approval			Review			Institution	

职位说明书	工况及耐久测试专家				
--------------	------------------	--	--	--	--

一、招聘岗位基本信息

职位名称	工况及耐久测试专家	职级/层级	6级	所属部门	试验中心
分管业务	工况及耐久测试	直管上级	周昆兵	下属人数	11
招聘方式	社招	主管上级	陈青山	薪酬范围	
面试流程	一面:	二面:	终面:	到位时间	2017.12

二、岗位职责

1. 主管卡车类新开发车型的工况及耐久测试技术工作;
2. 负责卡车开发项目工况及耐久测试策划;
3. 负责工况的定义、采集、分析流程、标准及数据库的建立;
4. 负责卡车耐久测试流程、标准、作业规范方法的建立和完善;

三、任职资格

- 1) 教育背景: 本科及以上学历, 车辆工程、机械工程等相关专业;
- 2) 工作经历: 具有在卡车试验部门从事工况及耐久测试工作10年以上, 且近5年内没有脱离试验工作;
- 3) 胜任能力: 负责至少一个全新卡车开发项目的工况及耐久测试的策划、实施及总结。

四、招聘方向

目标单位及人群: 戴姆勒试验部门负责工况及耐久测试的工程师。

五、需解决的问题

- 1、卡车项目工况的定义、采集、分析流程、标准及数据库的建立;
- 2、卡车的耐久测试流程、标准、作业规范的建立和完善。

六、招聘人才绩效目标 (将作为人才入职后的重点评价标准)

序号	重点项目或KPI指标		权重	指标要求	岗位角色	周期	量化标准/输出结果
1	业务运营指标	工况及耐久测试能力建设	70%	工况及耐久测试的标准、流程、作业文件	技术负责人	8个月	1.工况的定义、采集分析的方法及流程、数据库; 2.耐久测试流程、标准及作业文件。
2	管理指标	工况及耐久测试技术团队建设	30%	培养4名的测试工程师	技术负责人	13个月	输出2名能独立进行工况测试和2名耐久测试的工程师

批准		审核		编制	
----	--	----	--	----	--

Job Specifications

I . Basic Information of Position

Job Title	work condition and durability test specialist	Rank/Grade	level 6	Department	Test center
Business in Charge	work condition and durability test	Direct Manager	Head of test center	Number of Subordinates	11
Recruitment Methods	social recruitment	Superior	EVP Chen	Salary Range	
Interview Process	First Interview:	Second Interview:	Final Interview:	Expected Time for Duty:	Dcm. 2017

II . Job Responsibilities

- 1 Perform work condition and durability test for new development truck product;
2. Plan, perform and work condition and durability test for truck project;
3. Responsible for defining, collecting and analyzing work condition; building standard and database;
4. Build and optimize the evaluation system(process/standard) about RG Test

III . Required Qualifications

- 1) Bachelor degree or above in mechanical/automotive engineering;
- 2) 10 years or more experience of work condition and RG Test on truck, relevant professional experience in recent five years.
- 3) Experience in work condition and durability test for new development truck product , play important role in the test process; Good driving and evaluation skill on truck.

V . Target Enterprises

Target: The work condition and durability test engineer of DAIMLER

VI . Issues to be solved

- 1 defining, collecting and analyzing work condition; building standard and database;
2. Build and optimize the evaluation system(process/standard) about durability test

VII . Performance Objectives after Recruitment

Number	Key Projects or KPI Index		Weight	Index Requirements	Position Role	Period	Quantitative Criteria/Output Results
1	Operational Indicators	work condition and durability test Capacity building of truck	70%	Build the process/standard about work condition and durability test	specialist	11 months	the process/standard about work condition and durability test
2	Management Indicators	Technical team building for work condition and durability test	30%	Training three work condition and durability test engineers	specialist	11 months	three work condition and durability test engineers can perform SE test independently
Approval			Review			Institution	