Global Talent Recruitment of CRRC

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| No. | Job Title | Responsibilities | Job Requirements | Number Needed |
| 1 | Electrical System Technology Expert | Lead a team responsible for the research of cutting-edge technology relating to AC power transmission and transformation and electric drive; or  Lead a project team to carry out research of vehicle operation and power supply system matching technology; or  Lead a project team responsible for the design of train traction and auxiliary converters; or  Lead a project team to carry out R&D of power inverters, high-frequency converters and other projects;  Lead a project team responsible for the development and implementation of vehicle EMC solutions, and for the EMC planning, implementation, control and model simulation of electrical systems; or  Lead a project team responsible for magnetic bearing control algorithm and product debugging and development, electromagnetic and structural design of magnetic bearings, and DSP software programming and debugging of magnetic bearings. | 1. Master's or doctor’s degree in related majors such as electrical engineering;  2. Working experience in simulation design and R&D; or  3. In-depth research experience in calculation of noise such as electromagnetic noise, aerodynamic noise and bearing noise; or  4. Extensive working experience in dynamic analysis of motor products, and magnetic bearing design and control technology. | 7 |
| 2 | Network Control Technology Expert | 1. Responsible for the development of train network control systems and communication protocols;  2. Responsible for the development of embedded underlying drivers and the upper-level applications;  3. Responsible for the development of real-time Ethernet and WTB/MVB protocols;  4. Responsible for software testing, debugging, and other work related to the development of train network communication. | 1. Doctor’s degree in a computer-related major;  2. Familiar with train network control systems and train network communication protocols;  3. Able to develop embedded low-level drivers and the upper-level applications with experience in protocol development;  4. Familiar with software testing theories, methods and processes. | 2 |
| 3 | Mechanical Technology Expert | 1. Responsible for the research of finished automobile mechanical systems of rolling stocks, urban rail vehicles and multiple units such as vehicle NVH, pantograph-catenary relations and wheel-rail relations; or  2. Responsible for the research of coupled vibration System between the vehicles, wheels and rails and power supply networks; or  3. Responsible for vehicle structure simulation and noise simulation analysis. | 1. Doctor’s degree in a major related to vehicle engineering, machinery, noise and vibration control;  2. Familiar with rail transit vehicle structures and principles;  3. Research experience in vehicle NVH technology. | 1 |
| 4 | Big Data Mining Expert | 1. Responsible for the establishment of a rail transit equipment life model through operating data analysis and mining;  2. Responsible for the formulation of the company's big data development plan, the overall architecture design, R&D and program verification, tackling problems in big data technology and the introduction of innovative technologies;  3. Develop a systematic overall technical framework and establish recommended algorithms and strategies based on business needs. | 1. Doctoral degree in Mathematics;  2. Familiar with common data mining algorithms and big data analysis and processing platforms;  3. Familiar with multi-system data integration and operations. | 1 |
| 5 | Microelectronic Technology Expert | Responsible for the research of SiC-based IGBT and application technology, and primarily undertake related projects about the technology research and product development of SiC power device. | 1. Doctor's degree in a microelectronics-related major;  2. Familiar with the design of a full SiC device driven circuit with a voltage of over  1,700V;  3. Good knowledge of thermal simulation analysis technology of SiC device-based power modules;  4. Good knowledge of design technology of high-frequency isolation transformers and filter inductors. | 1 |
| 6 | Network Control and Development Engineer | Undertake software development and hardware development of the train network control system:  1. Embedded train network control system topology and hardware R&D;  2. Train network control system software programming;  3. Train network system component application development and the underlying software development. | 1. Doctor's degree in a network control-related major;  2. Familiar with the design of circuit principles of the embedded control system, and familiar with hardware testing and reliability design;  3. Good knowledge of device driver programming and transplantation methods;  4. Experience in the development of rail transit equipment network communications systems. | 5 |
| 7 | Electrical R&D Engineer | Undertake the development of high-power electronic converter technology applications and hardware and software:  1. Hardware integration design and development of AC traction devices;  2. High-power rectifier and inverter control algorithm development;  3.DC/DC new topology and application R&D;  4. High-power permanent magnet motor control algorithm and system matching. | 1. Master's or doctor's degree in power electronics, electric drive or electrical engineering automation;  2. Experience in power electronics projects and product research, or in high-voltage high-power product projects;  3. Knowledge of rail vehicle electrical systems. | 17 |
| 8 | EMC Design Engineer | 1. Undertake rail vehicle EMC design, evaluation and experimental work;  2. Solve theoretical and experimental EMC problems of vehicles;  3. Follow up internationally advanced experience and new technologies used to solve vehicle EMC problems. | 1. Doctor's degree in an EMC technology-related major;  2. Familiar with the design of circuit principles of the embedded control system, hardware testing and reliability design;  3. Good knowledge of driver programming and transplantation methods;  4. Experience in the development of rail transit equipment network communications systems. | 5 |
| 9 | Simulation Analysis Engineer | Undertake professional simulation analysis of main circuits, electromagnetic fields, stress fields, flow fields, temperature fields, welding fatigue, vibration fatigue, rotor dynamics and multi-source mixing noise of motor products | 1. Master's or doctor's degree and working experience in simulation R&D;  2. Research experience in multiple collaborative simulation analysis calculation;  3. In-depth research experience in dynamic analysis and calculation of motor rotors. | 1 |
| 10 | Program Development Engineer | 1. Undertake the research of basic and cutting-edge technologies about rail transit information systems such as big data, mobile Internet, vehicle-ground communications technology and electronic resumes;  2. Undertake the planning of rail transit information system architecture, and research of intelligent systems. | 1. Doctor's degree in a communication information-related major;  2. Relevant project development experience required by the position;  3. Proficient in English. | 1 |
| 11 | Detection Technology Engineer | 1. Undertake the research of integrated or coupling rail transit technology and detection methods;  2. Participate in the building of professional technical teams;  3. Undertake the review and appraisal of detection technology projects;  4. Undertake the preparation of technical standards and design specifications for detection technology and products. | 1. Doctor's degree in a detection technology-related major;  2. Good basic knowledge of detection technology, and familiar with the basic knowledge of converters, controllers, motors and transformers;  3. Engineering project experience is preferred;  4. Proficient in English. | 2 |
| 12 | Process Design Engineer | 1. Undertake the company's process design;  2. Undertake process design related to corporate information systems and operations management. | 1. Master's or doctor's degree in a computer- or IT-related major;  2. Knowledge of manufacturing industry operations management;  3. Basic German communication skills, overseas professional working experience or overseas study experience is preferred. | 1 |
| 13 | Process Development Engineer | 1. Participate in the R&D of the company's products, technologies and processes;  2. Participate in solving key technical issues and organizing the preparation of process plans;  3. Provide process technology support for the company's products. | 1. Master's or doctor's degree in machinery, vehicle or mechanics  2. Overseas study experience and good academic performance, or relevant overseas working experience is preferred. | 3 |
| 14 | Structural Design Engineer | 1. Undertake the design of body structure plans and energy-absorbing body structure;  2. Undertake the simulation analysis of rail vehicle strength fluid, noise and temperature fields;  3. Undertake dynamic analysis and related tests of rail vehicles. | 1. Master's or doctor's degree in mechanical design or vehicle engineering;  2. Experience in structural design and impact absorbing design;  3. Good knowledge of structural strength and energy absorption calculation methods. | 2 |
| 15 | Mechanical R&D Engineer | 1. Undertake the R&D and testing of hydraulic shock absorbers;  2. Undertake the life cycle research of transmission products or the research of transmission product testing technology. | 1. Doctor's degree in carrier, vehicle engineering or hydraulics;  2. Good knowledge of mainstream software related to mechanical design, and the relevant simulation knowledge. | 2 |
| 16 | Electronics R&D Engineer | 1. Undertake IGBT chip technology research;  2. Undertake IGBT module technology research. | 1. Bachelor's degree or above in a power electronics-related major;  2. Familiar with IGBT chip design, process, module design or packaging technology;  3. Good knowledge of thermal simulation analysis technology of IGBT device-based power modules. | 1 |
| 17 | Vehicle R&D Engineer | 1. Undertake vehicle system dynamics simulation and dynamic test data processing;  2. Undertake the research of vehicle dynamics testing methods;  3. Carry out detection and analysis of vehicle dynamics-related faults. | 1. Master's or doctor's degree in vehicle system dynamics;  2. Experience in dynamic simulation and test data analysis;  3. Good knowledge of force- measuring wheel production and calibration methods. | 5 |
| 18 | Noise Control Engineer | 1. Undertake simulation analysis and forecasting of noise control plans in the field of automobiles or rail vehicles;  2. Undertake aerodynamic noise simulation analysis in noise control plans and provide guidance on the design of noise control plans through simulation analysis. | 1. Master's or doctor's degree in a machinery-related major;  2. Research experience in noise control related areas;  3. Good knowledge of the operation and use of at least one type of vibration noise simulation analysis software or fluid simulation analysis software. | 5 |
| 19 | Fire Safety Engineer | 1. Undertake rail passenger vehicle fire risk assessment and performance optimization research, and passenger evacuation numerical simulation research;  2. Undertake fire projects in international markets such as Russia, Israel and Australia. | 1. Master's or doctor's degree in a major related to fire engineering, safety science and engineering;  2. Familiar with fire laws and regulations in Russia, Israel and Australia, etc.;  3. Able to independently carry out fire engineering projects in Russia or Israel or Australia. | 1 |
| 20 | Data Analysis Engineer | 1. Organize the formulation of the company's big data development plan, the overall architecture design, R&D and program verification, tackling problems in big data technology and the introduction of innovative technologies;  2. Develop a systematic overall technical framework and establish recommended algorithms and strategies based on business needs; or  3. Undertake the development of system management software, and establish intelligent manufacturing management systems. | 1. Master's or doctor's degree in a mathematics related major;  2. Familiar with common data mining algorithms and big data analysis and processing platforms;  3. Familiar with multi-system data integration and operations. | 4 |
| 21 | Software Development Engineer | 1. Undertake the planning and design of the overall technical software framework;  2. Undertake to complete the coding of a system's core modules;  3. Undertake to timely instruct, handle, coordinate and solve technical problems in the development process;  4. Achieve the combination of data mining methods and specific business needs, and integrate and analyze data relying on big data platforms. | 1. Doctor's degree in computer, mathematics, information system or a related major;  2. Good programming skills;  3. Familiar with the mainstream database and middleware technology development;  4. Experience in the application and development of data mining-related algorithms. | 1 |
| 22 | Materials Welding Engineer | 1. Undertake overall planning of body welding, diagnosis and upgrading of body welding processes, training of new welding technologies and processes;  2. Undertake the development or review of welding process documents such as welding procedure specifications;  3. Solve welding quality problems of major projects such as laser welding. | 1. Bachelor's degree or above in materials welding;  2. Familiar with technologies such as laser welding and friction stir welding, and have working experience in railway vehicles or related industries;  3. With International Welding Technologist Certificate or working experience in welding certification. | 1 |
| 23 | Materials R&D Engineer | 1. Undertake the development of new materials technology, and independent completion of some scientific research projects;  2. Undertake or participate in product process and technology improvements;  3. Undertake or participate in the development of material specifications and other technical standards;  4. Undertake or participate in the survey of overseas markets and technologies and translation of related materials. | 1. Doctor's degree in a materials-related major;  2. More than one year's laboratory experience, and the ability to operate conventional laboratory instruments and basic chemistry experiments;  3. Familiar with materials analysis and characterization techniques, and able to independently analyze and solve problems. | 2 |
| 24 | Project Manager | 1. Organize the development of overall project schedules, and carry out schedule control, assessment and coordination;  2. Undertake to forecast, analyze and assess project execution risks, and develop and organize the implementation of risk mitigation plans. | 1. Master's or doctor's degree in international trade or a related major;  2. Experience in the operation and development of overseas market projects;  3. Working experience in the implementation and management of projects of the international rail transit industry. | 2 |
| 25 | Capital Operations Director | 1. Undertake international operations management, integrated management of transnational subsidiaries and business operations management;  2. Undertake mergers and acquisitions, investments and joint ventures of transnational subsidiaries;  3. Undertake to develop the global market and establish a business operations management platform. | 1. Master's or doctor's degree in a finance-related major;  2. Familiar with the knowledge of securities, finance, investment, property rights, mergers and acquisitions, equity investments, project management processes, laws and regulations;  3. Have financial analysis ability and able to complete profit forecasts, equity assessment and business plan preparation, etc. | 4 |
| 26 | Market Development Manager | 1. Undertake the collection, sorting, analysis and feedback of overseas market information;  2. Undertake brand promotion and product marketing in overseas markets such as the Europe and United States;  3. Undertake to maintain and develop customer relations in the company's overseas markets;  4. Assist in following up the implementation of overseas projects, and in business exchanges, loan recovery, project schedule analysis and the preparation of recommendation reports, etc. | 1. Major in international trade (a bachelor's degree or above), or in vehicle, electrics and machinery (a master's degree);  2. Familiar with the culture and business operation models in the Europe and United States. | 8 |
| 27 | Advanced Translator | 1. Undertake advanced translation and interpretation for the company's business activities;  1. Undertake or participate in business management and exchange of multinational companies;  2. Accept assignments to work at overseas companies as required by work, participate in business management of overseas companies, and provide support services. | 1. Bachelor's degree or above in any major;  2. Proficient in English and Chinese;  3. Overseas education background at least starting from high school;  4. Able to accept long-term (at least 3 years) work in China and assignments to work abroad. | 1 |
| Employer (job location) | | | | |
| CRRC Changchun Railway Vehicles Co., Ltd. (Changchun, China) | | | | |
| CRRC Dalian Co., Ltd. (Dalian, China) | | | | |
| CRRC Tangshan Co., Ltd. (Tangshan, China) | | | | |
| CRRC Qingdao Sifang Co., Ltd. (Qingdao, China) | | | | |
| CRRC Qingdao Sifang Rolling Stock Research Institute Co., Ltd. (Qingdao, China) | | | | |
| CRRC Zhuzhou Institute Co., Ltd. (Zhuzhou, China) | | | | |
| CRRC Zhuzhou Locomotive Co., Ltd. (Zhuzhou, China) | | | | |
| CRRC Zhuzhou Electric Co., Ltd. (Zhuzhou, China) | | | | |
| CRRC Yongji Motor Co., Ltd. (Xi’an, China) | | | | |
| CRRC Nanjing Puzhen Co., Ltd. (Nanjing, China) | | | | |
| CRRC Qishuyan Institute Co., Ltd. (Changzhou, China) | | | | |