

## 东风汽车技术中心 2011 年海外高层次人才主要需求计划 Year 2011 Recruitment Plan for Overseas High Caliber Talents Dongfeng Motor Corporation Technical Center

专业领域 Specialty Field	岗位 (专业方向) Position (specialty orientation)	主要职责 Main Duties	需求 Number	备注 Remarks
整车技术 Vehicle Technology	NVH技术 NVH Technology	对新车型开发的NVH性能指标制定和达成负责 Responsible for setting and achieving the NVH performance targets for new model development	3	
	汽车主动安全控制 Automobile active safety control	对新车型开发的主动安全 (操纵控制) 性能指标的达成负责。 Responsible for achieving the active safety(handle and control) performance targets for new model development	3	
	汽车被动安全控制 Automobile passive safety control	对新车型开发的被动安全性能指标达成负责。 Responsible for achieving the passive security performance targets for new model development	2	
	整车目标控制 Vehicle development objective control	根据商品定义及竞品分析结果, 确定整车性能指标, 进行整车设计构想和性能指标分解, 在开发过程中, 明确控制重点及措施, 为整车性能目标达成情况负责。 Responsible for vehicle performance target setting, vehicle concept design and target breakdown according to product definition and benchmarking analysis result.And also responsible for clarifying the control keynotes and measures and achieving the vehicle performance targets during the development process.	2	
发动机技术 Engine Technology	GDI+涡轮增压技术 GDI+Turbo-charge technology	进行GDI (汽油直接喷射) 及涡轮增压技术研究, 负责为东风汽车自主品牌高效低排放汽油机开发提供最佳的技术解决方案和关键要素技术 Research on GDI (Gasoline Direct Injection) and turbo-charge technology, with the responsibility to provide optimum technical solution and key factor technology for the development of Dongfeng-brand high efficiency and low emission gasoline engines	6	一般要求具有相关专业硕士及以上学历, 8年以上相关专业技术工作经验
	HCCI技术 HCCI Technology	进行HCCI (均质充气压缩点燃) 技术研究, 负责为东风汽车自主品牌新型发动机的开发提供最佳的技术解决方案和关键要素技术 Research on HCCI (Homogeneous Charge Compression Ignition) technology, with the responsibility to provide optimum technical solution and key factor technology for the development of Dongfeng-brand new type engines	3	General requirements: - master degree or above; - and more than 8 years working experiences in relevant major.
自动变速器 Automatic Transmission	DCT技术 DCT Technology	进行DCT技术研究和开发工作, 负责为东风汽车自主品牌车型提供最佳的DCT技术产品解决方案和关键技术 Responsible for DCT technology research and development, with the responsibility to provide optimum DCT technical solution and key technology for the Dongfeng-brand models	3	
	AT/AMT技术 AT/AMT Technology	进行AT/AMT技术的研究和开发工作, 研发满足市场要求自动变速器技术, 负责为东风汽车自主品牌新车型开发提供合适的变速器和关键技术。 Responsible for AT/AMT technology research and development, which is capable of meeting market requirements, and with the responsibility to provide optimum suitable transmission and key technology for the development of Dongfeng-brand new models	3	所有岗位要求具有良好的团队合作精神和沟通协调能力, 良好的职业道德、责任心和敬业精神
汽车电子 Automobile Electronics	汽车底盘电子控制技术 Vehicle chassis electronic control technology	进行汽车底盘电子控制技术的研发设计工作, 负责为东风汽车自主品牌车型提供技术解决方案和关键技术 Research on vehicle chassis electronic control technology, with the responsibility to provide optimum technical solution and key technology for Dongfeng-brand models	3	Candidates are required to have good teamwork spirit, communication and coordination ability, good vocational ethics, sense of responsibility and professional dedication spirit
	FLEXRAY总线技术 FLEXRAY bus technology	进行FLEXRAY总线技术研究开发工作, 负责为东风汽车自主品牌车型提供技术解决方案和关键技术 Responsible for FLEXRAY bus technology research and development, and with the responsibility to provide optimum technical solution and key technology for Dongfeng-brand models	2	
	TELEMATICS技术 TELEMATICS technology	进行TELEMATICS技术的研究开发工作, 负责为东风汽车自主品牌车型提供技术解决方案和关键技术 Responsible for TELEMATICS technology research and development, and with the responsibility to provide optimum technical solution and key technology for Dongfeng-brand models	2	
新能源汽车 New energy automobile	电动汽车电机及控制器技术 Technology of motor and controller for electric vehicles	开展电动汽车用驱动电机、电机控制器关键技术的研究开发, 负责为东风汽车自主品牌新能源汽车的开发提供最佳的技术解决方案和关键技术。 Responsible for the research and development of key technology of motor and engine controller for electric Vehicles, and with the responsibility to provide optimum technical solution and key technology for the development of Dongfeng-brand new energy automobile	3	
	电池组及电池管理系统技术 Battery pack and battery management system technology	开展电动汽车用动力电池组、电池管理系统的研究开发, 负责为东风汽车自主品牌新能源汽车的开发提供最佳的技术解决方案和关键要素技术。 Responsible for the research and development of battery pack and battery management system for electric Vehicles, and with the responsibility to provide optimum technical solution and key technology for the development of Dongfeng-brand new energy automobile	3	
	电动汽车整车控制技术 EV control technology	开展电动汽车整车控制系统仿真分析、策略研究、系统安全控制及测试技术研究, 负责为东风汽车自主品牌新能源汽车的开发提供最佳的技术解决方案和关键技术。 Responsible for simulation analysis for EV control system, strategy research, system security control and test technology research, with the responsibility to provide optimum technical solution and key technology for the development of Dongfeng-brand new energy automobile	3	
合计 Total			41	

## 海外专家学者交流信息 Overseas Experts & Scholars Communication Handout



## 事业布局及主要业务单元 Business Layout and Main Business Units



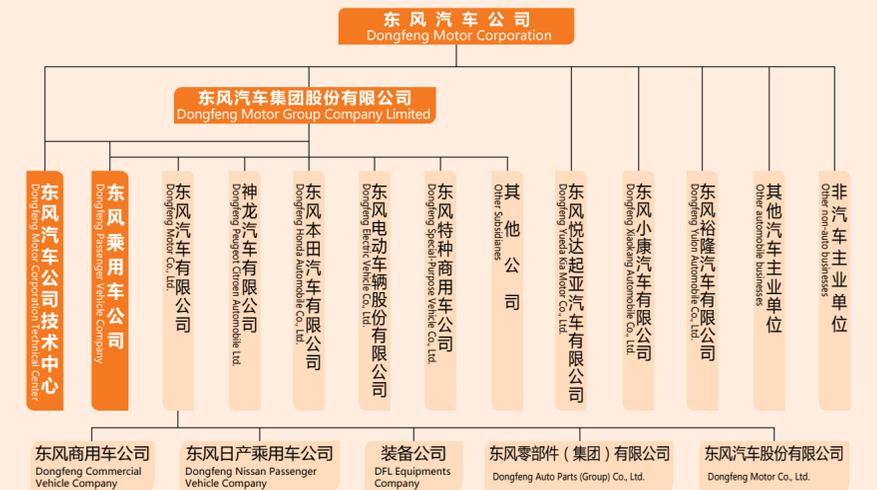
### 四大基地 Four Bases

武汉基地: 总部、技术中心、乘用车  
Wuhan Base: headquarters, technical center, passenger vehicles

十堰基地: 中重型及微型商用车、零部件、装备  
Shiyan Base: heavy and medium commercial vehicles, spars and components, equipment

襄阳基地: 轻型车、发动机、乘用车  
Xiangyang Base: light vehicles; engines, passenger vehicles

广州基地: 乘用车、发动机  
Guangzhou Base: passenger vehicles, engines



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## 东风汽车公司概况

东风汽车公司始建于1969年，是中央直管、中国汽车行业骨干企业之一。位列世界企业500强第182位，中国企业500强第13位，中国制造企业500强第2位。

公司主营业务涵盖全系列商用车、乘用车、发动机及汽车零部件和汽车水平事业。主要生产基地分布在湖北省武汉市、十堰市、襄阳市、和广东省广州市，形成了“立足湖北，辐射全国，面向世界”的事业布局。公司总部、主要研发机构均设在“九省通衢”的湖北省武汉市，公司现有员工14万多人。

2005年至2010年，中国汽车整体销量年均增长25.7%，东风公司销量年均增长29.1%，高于行业3.4个百分点，2010年公司整车销量达到260万辆，位列国内汽车行业第二位。

经过40多年的发展，公司已经构建起行业领先的产品研发能力、生产制造能力与市场营销能力，“东风”品牌早已家喻户晓。进入新世纪以来，公司坚持多元化、宽领域、国际化合作的发展模式，分别与法国标致雪铁龙（PSA）集团、日本日产汽车公司、日本本田汽车公司等国际汽车巨头合资合作，不断加强自主创新，公司的经营规模和经营质量快速提升。

面向未来，公司提出了建设“永续发展的百年东风、面向世界的国际化东风、在开放中自主发展的东风”的发展愿景，确立了“做强做优，建设国内最强、国际一流汽车制造商”的奋斗目标。

“十二五（2011年—2015年）”时期，公司经营规模将在高质量、可持续发展的基础上向500万辆迈进。公司将坚持乘用车、商用车并举，分领域快速提升自主创新能力，加大自主品牌事业的建设力度；加快掌握核心技术；突破新能源汽车领域；强化关键总成掌控能力；积极拓展海外市场，致力于把一个自主开放、可持续发展、具有国际竞争力的企业推向世界，努力打造充满人文关怀、更具社会责任、倍受社会信赖的汽车企业。

### Overview of Dongfeng Motor Corporation

Since establishme in 1969, Dongfeng Motor Corporation has been one of the pillar enterprises in China' s automotive industry. It is directly governed by the central administration; it ranked No.182 among the global Top 500 Enterprises and No.13 of Chinese Top 500 Strongest Enterprises, and No.2 of Top 500 Strongest Manufacturing Enterprises in China.

The company' s major businesses include a wide range of commercial vehicles, passenger vehicles, engines and automotive parts as well as auto-related businesses. Its main production bases in Wuhan, Shiyan, Xiangyang of Hubei Province, and Guangzhou of Guangdong Province, having formed the business layout of “Hubei-China-World” . For such reason, the corporate headquarters and major R&D institutions are all located in the Wuhan of Hubei Province as is called the “Thoroughfare of Central China” . The company has a workforce of 140,000 employees.

Between 2005 and 2010, the overall sales volume in the Chinese automotive industry grew at an average annual rate of 25.7%, While the sales volume of Dongfeng Corporation grew at an average annual rate of 29.1%, Which was 3.4 percentage points higher than the industry. In 2010, the automotive sales volume of Dongfeng reached 2.6 million, ranked No.2 in the domestic automotive industry.

Through over 40 years of development, the company has structured its product research and development capability, production and manufacturing ability as well as the marketing force standing in the industry' s forefront, bringing Dongfeng to a well-known brand. Since entering into

the new century, the company has been adhering to the development model as diversification, wide range and international cooperation; its cooperative relationships already established with PSA Peugeot Citroen Group, Nissan Automotive Co., Ltd, Honda Automotive Co., Ltd and other international automotive giants. It has been striving to strengthen independent innovation to rapidly improve its business scale and operational quality. In the face of the future development, the company now presents a development vision as “creating Dongfeng as a longer-lasting corporation and enabling Dongfeng to independently develop in an opening-up environment” , and has established the goal as “strengthening Dongfeng Corporation to be the domestically strongest, international first-class, automotive manufacturer” . During the Twelfth Five-Year Plan period (between 2011 and 2015), its business scale will be marching toward 55 million automotives based on high-quality and sustainable development. Further, the company will pay attention to the manufacturing of commercial and passenger vehicles while improving its independent specific-field innovation capabilities to intensify the construction of independent brands, accelerate the mastering of core technologies, break through the barrier in new-energy automotives, consolidate key assemblies controlling ability and make aggressive expansions in the overseas market, in an aim to introduce an independent yet open, sustainably developing and internationally competitive enterprise to the world by building it to be humane, responsible for the society and socially trusted.

## 东风汽车公司技术中心简介

东风汽车公司技术中心（东风汽车工程研究院）是东风公司汽车新产品的研发重要部门，是国家发展改革委、财政部、税务总局和海关总署认定的国家级“企业技术中心”，是国家科技部认定的国家一类科研院所，国内汽车行业第一批国家级“海外高层次人才创新创业基地”，固定资产近20亿元人民币。主要承担东风汽车公司自主品牌乘用车、越野车、新能源汽车以及相关总成研发工作。

技术中心分处湖北武汉、襄阳两地（设计、研究和试制在武汉，试验在襄阳），现有人员近1100人，其中享受国务院政府津贴4人，研究员级高级工程师36人，高级工程师167人，博士15人，博士后流动站一个。设有总师室、整车设计部、车身电器设计部、底盘设计部、发动机开发部、新能源汽车研究所、研究部、试制部、试验部、开发管理部、综合部等部门。多年来，技术中心秉承“改进一代、开发一代、预研一代”的产品开发方针，在东风商用汽车、乘用车、军用越野汽车、清洁燃料汽车、混合动力汽车等汽车产品开发方面为东风汽车公司和中国汽车工业发展做出了重大贡献。2008年，东风高机动性军用越野汽车“猛士”的研制成功，荣获建国以来中国汽车行业第一个国家科技进步一等奖；2009年，“混合动力城市客车节能减排关键技术”获得国家科技进步二等奖。

为适应自主创新事业快速发展，贴合国家对海外高层次人才创新创业基地建设的期望要求，“十一五”期间，东风公司加大投入，斥资7.5亿于2009年对技术中心进行了全面的重、扩建。工程占地23万平方米，总建筑面积7.47万平方米，并于2010年7月投入使用。扩建后的基地产品设计大楼建筑面积35550平方米，内设有学术报告厅、多媒体会议室等优良的办公设施。另外，基地还建有竞品分析车间、造型设计室、汽车电子试验室、发动机试验室、试制阵地及材料工艺阵地等研发配套设施。汽车试验阵地（襄阳）拥有一个国内设施最完善、技术手段最先进——面积达1.67平方公里的综合性汽车试验场和14个专业试验室，配备有国内外各种先进试验仪器设备1457台套；试验室面积6.32万平

方米，能承担汽车整车、发动机、主动和被动安全、底盘、车身附件、汽车仪表、汽车灯光电器和汽车非金属件等各种汽车产品的开发试验和国家法规认证试验，新建成的整车半消声试验室、整车排放耐久性试验室、整车振动试验室和电磁兼容试验室已陆续投入使用，为海外高层次人才及国内研发人才开展汽车产品研发及汽车新技术和新型能源应用开发等研究提供了良好的工作环境和试验场所。

“十二五”期间，技术中心将以加速提升乘用车、动力总成和汽车电子技术研发能力，保持混合动力汽车和高机动越野车开发方面领先优势，促进技术研究、产品开发在国内处于领先地位为整体目标，进一步加大研发投入，能力建设预计总投资约21亿元，拟先后建成新能源汽车试验室、传动装置试验室、环境试验室、行走系统试验室、车身及附件试验室、安全试验室、汽车电子试验室和乘用车汽车试验场，为实现“十二五”规划目标提供基础保障。

### Brief Introduction of Dongfeng Motor Corporation Technical Center

Dongfeng Motor Corporation Technical Center (Dongfeng Motor Engineering Research Institute), known as theis a national level “enterprise technical center” recognized by the National Development and Reform Commission, Ministry of Finance, State Administration on Taxation and Customs Service, is an important new products research and development department in Dongfeng Motor Corporation, with fixed assets totaling nearly 2 billion yuan. and also It is also the state first-grade scientific research institute recognized by the Ministry of State Science and Technology, and among the first batch of “Innovative and Entrepreneurial Bases for Overseas High-Caliber Personnel” in domestic automobile industry.. This technical center is mainly responsible for the research and development of Dongfeng self-owned brand passenger vehicles, off-road vehicles, new energy automobiles and related assemblies.

The Ttechnical center is distributed in Wuhan and Xiangyang (with design, research and prototype production departments in Wuhan, and experimenttest department in Xiangyang), boasting with nearly 1100 employees, including four persons enjoying the State Council government allowance, 36 senior engineers of researcher's grade, 167 senior engineers, 15 doctors and one mobile station for the post-doctors. This center is equipped with theThe organizations of Dongfeng technical center includes chief engineer roomoffice, vehicle design department, automobile body electrical design department, chassis design department, motor Engine development department, new energy automotive research institute, research department, prototype production department, experimental test department, development management department, integrative department and other departments. Technical centerIt has been following the development principle of “Improving former product generation, developing this generation of products current product generation and while researching on the next product generation of products” over the years, and made great contributions to the company and Chinese automobile automotive industry in terms of the development of automobile products such as Dongfeng commercial vehicles, passenger vehicles, military off-road vehicles, clean fuel vehicles and hybrid electric vehicles. In 2008, Dongfeng Mengshi High Mobility Military Off-road Vehicle was successfully developed and awarded with the first-class state sci-tech progress prize which was firstly issued since the founding foundation of the People' s Republic of China first time in the Chinese automotive industry. In 2009, the “hybrid electric bus energy-saving & emission reduction key technology” was awarded the second-

class state sci-tech progress prize.

In order to adapt to the fast development of independent innovation undertaking c undertaking and meet national expectation and requirement to on the construction of Innovative and Entrepreneurial Bases for Overseas High-Caliber Personnel, during the period of "11th five-year plan", Dongfeng Motor Corporation made moreincreased the investments and spent seven hundred and fifty million yuan on the overall reconstruction and extension of technical center in 2009. The construction project covers covered an area of 230,000 square meters, with the total building area of 74,700 square meters, and was put into use service in July of 2010. With the building area of 35,550 square meters, the product design building of extended base is equipped with academic report hall, multimedia conference room and other good office facilities. In addition, there are supporting facilities for research and development in the base, such as comreition competitive benchmarking analysis workshop, automobile modeling styling design room, automobile electronics test room, engine test room, prototype productionbase position and materials technology positions process base. The automobiletive experimental positiontest base (in Xiangyang) has a comprehensive automobile proving ground covering an area up toof 1.67 square kilometers with most complete facilities and sophisticated technical means and 14 professional test rooms are located and equipped with 1457 sets of advanced domestic and international advanced test instruments and equipments; Test rooms occupy a Test rooms occupy aThe total area of the test rooms is 63,200 square meters and it is capable of undertaking development tests of various automobile products such as vehicle, motorEngine , positive and passive safety, chassis, automobile body accessories, automotive gaugesinstruments, automobile light and electric apparatus, automobile non-metallic parts and state laws and regulations certification tests. The new-built vehicle semi-anechoic test room, vehicle emission durability test room, vehicle vibration test room and electromagnetic compatibility test room has been put into use successively, which provide a good working environment and test place for overseas high-caliber personnel and domestic R&D stuff to conduct research and development of automotive product and application of new technology and energy. new energy souce.

During the period of "12th five-year plan", The overall development goal of theDongfeng technical center includeswill to accelerate the pace to improve the R&D ability for passenger vehicle, power train and automobile electronic technology, to keep the leading advantages in terms of the development of hybrid power automobiles and high mobility off-road vehicles, to take promotingpromote the technical research and product development to be in the leading position in China as the overall goal. . And Dongfeng Technical center plan toand put more investments into research and development that, the estimated total amount of investment in capability construction is about 2.1 billion yuan, including the plan to and plan to building up new energy automotive test room, transmission devicedrivein test room, environment test room, traveling system walking systemchassis component test room, automobile body and accessories test room, security vehicle safty test room, automobile electronics test room and passenger vehicle proving ground to , with which Dongfeng willto provide provide have the basic capability to guarantee for realizingfor realizingthe achievement of the goals of "12th five-year plan".