



## DRIVING THE FUTURE OF ELECTRIC VEHICLES

**We are the world leader of in-wheel motors for passenger cars, light commercial vehicles and future transport solutions.**

Protean Electric is an automotive technology firm with over 150 talented people globally. Our mission is to drive sustainable transport through innovation, and we are the imagination behind vehicles that travel further, perform better and use fewer components.

We believe that freedom of ideas, integrity of response, desire to improve, and collaborative thinking drive innovation. Joining Protean means working with talented experts across the organisation who value your ideas, empower you to make a difference, and encourage you to challenge yourself and others.

## China Engineering Director

Shanghai, China

### The Role

The China Engineering Director will functionally manage local engineering teams to deliver in wheel motor design, development and industrializations as well as supporting local customer projects on time/cost and with good engineering quality. He or she will work closely with global teams to ensure a smooth communication and stable engineering environment to achieve volume production of in wheel motor systems.

The candidate should have high passion and motivation for driving a new technology into the market. The candidate is required to have a deep understanding of the EV industry as well as global and domestic industry standards and technology trends to foster company's localization and serial production.

### Main Duties & Responsibilities

Oversee Protean's multi-disciplinary engineering team in China, including product and application engineering, covering mechanical, electronics hardware and control engineering. Responsible for objective/performance achievement and team stability

### Reporting, Location & Travel

The China Engineering Director reports to the company's Chief Technology Officer. The role is based in Shanghai, with the Mechanical Design Team Leader and Vehicle Engineering Team Leader as direct reports.

Cont/...

### Key Responsibilities

Responsibilities include, although are not limited to the following:

- Continuously improve local team competence with high quality, low cost and on-time delivery of global projects with innovation and development of new material, process, technology
- Work alongside the UK Engineering Director to deliver on the engineering objectives of the company
- Work with cross-function teams to define new product/technology requirement and technical strategy with cost target break-down, generate and manage sub-projects to reduce the time to market
- Be responsible for engineering budgeting and monitoring, cost management, risk control, resource management across organizational boundaries to deliver successful projects
- Identify and drive capital improvements that aid product development and engineering knowledge
- Continuously improve and optimize life-cycle engineering process to make it reasonable, right but simple in product development to ensure highest work efficiency of problem solving and risk mitigation
- Work as technical authority, to provide hands-on technical leadership through the product/process development cycle and recommend design approaches as required
- Deeply involve into national in wheel motor standard to understand national development trend to support company's long term technical roadmap establishment
- Contribute on engineering review, industry audit, product test/homologation, maintenance of product documentations, product standardization/industrialization and customer application
- Support business development, establish linkage between industry marking and product development, effectively translate them to innovative new products and applications
- Be the key technical contact for Protean's owners, Evergrande
- Manage the lessons learnt and ensure the definition of design guidelines and contribute to the implementation and execution
- Support prototype build, supplier audit, quality management, low volume and high volume product line setups
- Support successful culture establishment and driving team engagement

### Relevant Skills & Competencies

We welcome and encourage behaviours in line with our 'Values in Practice':

- **Will to Win:** we succeed by delivering to customers; on time, on quality and on cost
- **Pioneering:** we are passionate about the technology
- **Courageous:** we face our challenges
- **Working Together:** we can rely on each other and others can rely on us
- **Personally Responsible:** we do what needs doing, when it needs doing
- **With Integrity:** we are honest, open and respectful

Cont/...



Cont/...

### Relevant Knowledge & Experience

Candidates should assess their suitability against the following qualifications and requirements:

- Master's degree in Motor/Mechatronics / Power /Mechanical Engineering
- Over 10 years' R&D of product engineering/industrialization experience of e-drive/control system in new energy vehicles and well understand EV industry developing trend, driving technology directions
- Over 5 years' Hand-on experience of engineering team and technology management, new technologies industrialization and localization
- Proficient in Lean design to manage technical complexes, problem solving, process control and optimization, project management and supplier quality continuous improvement
- Strong proven Leadership skills. Demonstrated experience in leading and building a diverse and global team of technical experts, and able to influence cross functional international teams and to build strong relationships both internally and externally
- Strong business acumen, ability to deliver results in dynamic and highly matrix environment with logical thinking and decision making
- System, Creative and innovative thinker able to be a sparring partner and coach to develop managers and engineers in working within various domains to support company long term talent strategy
- Advanced presentation skills with the ability to effectively communicate complex concepts to foster understanding and acknowledgement of critical information both up and down the organization
- Understand national standard, legislation and guidelines as well as industry standards like IATF16949/ISO9001, ISO17025, ISO14001, ISO26262 and so on
- Strong interpersonal, planning, teamwork, customer-Focus, analytical and result-oriented
- Ability to think out of the box, see the big picture as well as be hands on
- To be able to go on a business trip with 30% travel frequency
- Good communication skills and fluent English is a must

Should you wish to apply for this role, please e-mail your CV, welcome to contact Protean HR team: [alice.wang@proteanelectric.com](mailto:alice.wang@proteanelectric.com)

More info follows us on WeChat: proteanchina

Thank you for your interest, we wish you every success with your application.

