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FROM SKETCH TO SKYLINE

We shape the design of cars\trucks\evtols

Open Positions:

- AI Design Research & Intelligence Engineer
- AI Computational Design Engineer
- Cashier & Finance Assistant
- Human Resources Specialist
- Junior Project Manager / Scrum Master (Automotive Design)
- Projects and Operations Intern

Employment Type: Full-time · On-site

Contact: faw-munich@faw.com.cn

Open Positions:

AI Design Research & Intelligence Engineer

Overview: Drive AI-powered user insight and trend intelligence for automotive design. Translate user needs into structured design inputs, enabling data- and AI-driven design decisions.

Key Responsibilities:

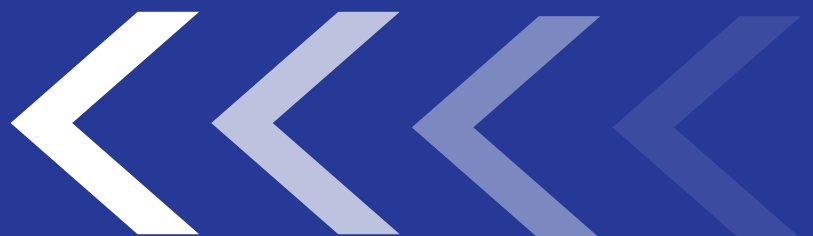
- Build AI-driven user insight systems integrating VOC, market, and design trend data
- Analyze and predict design trends using NLP and multimodal AI models
- Translate user insights into design language (form, CMF, styling cues)
- Develop semantic mapping between user perception and design features
- Apply AI in research scenarios (e.g., sentiment analysis, feedback clustering)
- Deliver structured outputs (insights, trends, strategic inputs) to support design decisions

Requirements:

- Degree in Design, HCI, Data Science, or related fields
- 3+ years in user research, design research, or data analysis
- Strong qualitative & quantitative research skills
- Proficiency in data analysis (Python/SQL preferred)
- Sensitivity to design trends and aesthetics
- Familiarity with AI applications (NLP, AIGC, recommendation systems)

Preferred:

- Experience in automotive / consumer products / fashion
- Experience with trend platforms (e.g., WGSN)
- Experience in AI-driven design or research projects



Open Positions:

AI Computational Design Engineer(Generative Design & AIGC)

Overview: Drive AI-powered design generation and workflow innovation. Build and optimize AIGC-based pipelines to enhance design efficiency, creativity, and scalability.

Key Responsibilities:

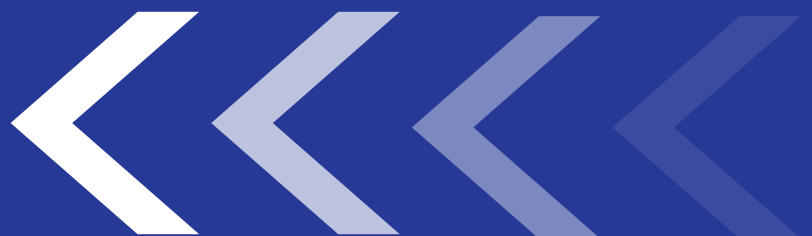
- Develop AIGC-driven design generation pipelines (2D → 3D → multimodal)
- Design and optimize AI-assisted design workflows (idea → iteration → evaluation)
- Build controllable generative systems (Prompt engineering, ControlNet, LoRA)
- Create and maintain design data assets (style libraries, prompt libraries, semantic datasets)
- Integrate AIGC outputs into design tools (Alias, Blender, Unreal, etc.)
- Explore and implement AI tools/platforms to support design production

Requirements:

- Degree in Industrial Design, Transportation Design, or related fields
- 3+ years of experience in automotive or product design
- Proficiency in design tools (Alias, Blender, or similar)
- Hands-on experience with AIGC tools (Stable Diffusion, Midjourney, ComfyUI, etc.)
- Understanding of generative models, prompt engineering, and controllability
- Basic programming skills (Python preferred)

Preferred:

- Experience in 3D generative methods (NeRF, Gaussian Splatting, etc.)
- Experience building AI design workflows or internal tools
- Strong sense of design aesthetics and visual communication



Open Positions:

Cashier & Finance Assistant

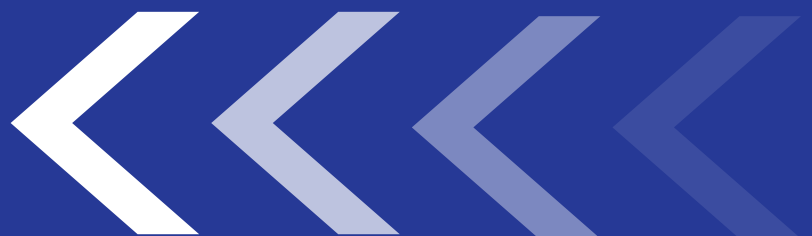
Overview: Multi-faceted role designed for a meticulous professional who can bridge the gap between daily financial operations and administrative support. The position focuses on ensuring the accuracy of the company's financial ecosystem—from the initial verification of invoices and expense reimbursements to the execution of banking transactions and complex account reconciliations.

Key Responsibilities:

- Review, verify and organize financial documents, including vouchers, receipts and invoices, ensuring proper classification and filing
- Support invoice processing, including checking incoming invoices and preparing supporting documents for payment approval processes in accordance with internal procedures
- Execute payment transactions via online banking in accordance with internal approval procedures
- Process employee expense reimbursements in line with company policies
- Perform regular bank reconciliations and assist in reconciling supplier and customer accounts, ensuring data accuracy and completeness
- Maintain and archive financial and business documents, including invoices and delivery notes
- Assist in communication with external parties such as tax advisors, tax authorities, banks and insurance companies

Requirements:

- Bachelor's degree in Finance, Accounting, Business Administration or a related field, or equivalent qualification
- At least 2 years of professional experience in a similar position
- Strong attention to detail and high numerical accuracy
- Proficient in MS Office, especially Excel
- Good learning ability and strong communication skills
- Native Chinese speaker, with strong German and good command of English



Open Positions:

Human Resources Specialist

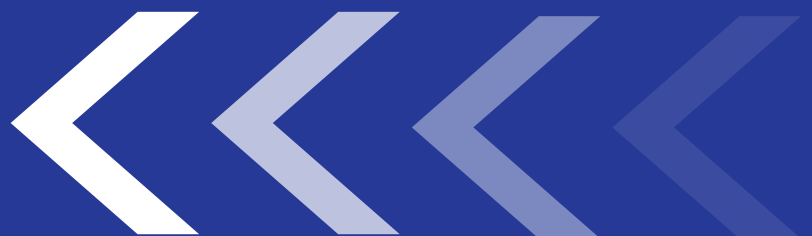
Overview: This role is responsible for the end-to-end HR management of overseas subsidiaries, with a primary focus on establishing and optimizing HR systems in compliance with German labor laws. The core responsibilities include strategic personnel budgeting, talent acquisition, payroll execution, and performance management, while acting as a key liaison between the company and local German labor authorities.

Key Responsibilities:

- Develop HR planning and annual personnel budgets for overseas subsidiaries.
- Research and interpret German labor laws and policies; establish and continuously optimize HR management systems.
- Lead recruitment for overseas teams and manage daily HR operations.
- Organize performance evaluations and manage payroll execution.
- Select and manage local HR service providers; maintain relationships with local labor authorities to mitigate labor risks.
- Support the Operations Lead in administrative matters and execute HR-related tasks assigned by headquarters.

Requirements:

- Bachelor's degree or above in Business Administration, Human Resources or a related field, or equivalent qualification; minimum 2 years of relevant work experience in Germany.
- Chinese as mother language. Fluent in English and German.
- Strong learning capability and execution ability.
- Excellent cross-cultural communication skills and adaptability.



Open Positions:

Projects and Operations Intern

Overview: This role offers a unique 360-degree view into automotive design operations, ranging from project tracking and budget monitoring to administrative and travel management. As a key coordinator between our German and Chinese teams, you will ensure smooth daily workflows while gaining hands-on experience in a dynamic, international R&D environment.

Key Responsibilities:

1. Project Management Support

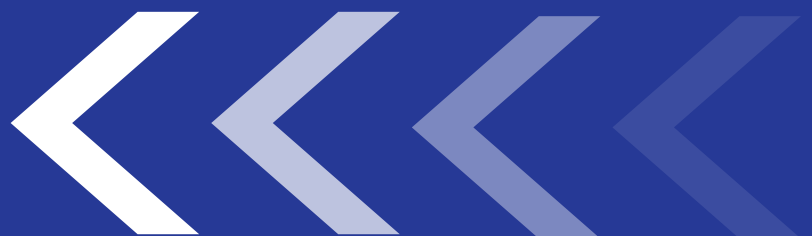
- Assist in the organization and steering of all project-related deliverables for the Munich Design operation.
- Support communication between the Munich Design team and the Changchun-based project delivery team, including drafting meeting minutes and tracking action items.
- Assist in monitoring monthly capacity requirements and budget spend to ensure project alignment.

2. Studio Operation & Business Support

- Receive and verify invoices, prepare payment request documentation, and assist with corporate finance, accounting, and asset management tasks.
- Assist with daily office administration, including the procurement and management of office supplies and documentation, greeting visitors, and handling incoming/outgoing mail and packages.
- Assist with corporate travel arrangements, including visa applications, hotel and flight bookings, travel insurance, and the subsequent settlement and reimbursement of expenses.

Requirements:

- Currently enrolled in a Bachelor's or Master's degree program in Automotive Engineering, Business Administration, Finance or a related field.
- Chinese as mother language. Fluent in English and German.
- Strong learning capability and execution ability.
- Excellent cross-cultural communication skills and adaptability.



Open Positions:

Junior Project Manager / Scrum Master (Automotive Design)

Overview : Support automotive design projects by combining project coordination and agile methods, ensuring smooth execution and efficient collaboration across global teams.

Key Responsibilities :

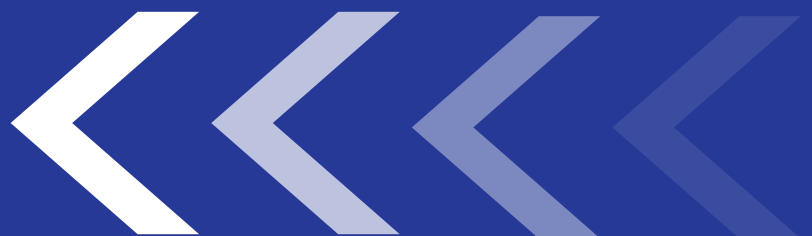
- Support tracking of project milestones and tasks
- Coordinate communication between design and engineering teams
- Assist in organizing agile routines (daily, sprint planning, retrospectives)
- Help structure tasks and follow up on open issues
- Support preparation of presentations and design reviews

Requirements :

- 1–3 years experience in project coordination or PM/ Recent graduate in Automotive Design, Marketing, business administration or related field
- Chinese as native language, fluent in English, German as a plus.
- Strong communication and organizational skills
- Interest in automotive design or product development
- Strong interest in automotive design or product development
- Structured thinking and good communication skills
- Proactive attitude and willingness to learn.

Preferred :

- Experience in design or automotive projects
- Strong translation and presentation skills
- Familiar with design workflow (CAS, clay, etc.)
- Interest in AI applications in design/research/ workflow optimization.



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We offer:

- Attractive remuneration: We pay an attractive salary
- Flexible working: We offer flexible work time models
- Nice working conditions: Modern office building with good access to public transportation
- Space for creativity: You can expect freedom for creative work and new ideas

Please send your Chinese and English resume, relevant job application documents and the earliest on-board date to:

FAW-MUNICH@faw.com.cn