

## Recruitment Plan 2026 (8 positions)

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## Company profile

CHN Energy Europe Research Institute is a research institute based in Berlin, focused on applied research and innovation for a more sustainable energy future. Founded in 2022, the institute works on forward-looking technologies in six key areas: diversified power conversion, advanced chemical engineering, hydrogen energy, artificial intelligence, energy storage, and environmental technologies. As a growing international research institute in Berlin, we offer the opportunity to contribute to innovative projects at the interface of science, technology, and sustainable industrial development.

## Open Positions

I. R&D and Technical Posts: 5 positions in total

### **1. AI Engineer – Research Algorithm/Model Expert (Scientific Brain Domain) (m/f/d)**

#### **Key Responsibilities:**

- 1) Develop AI algorithms and technologies to optimize predictive models and improve materials development

strategies, thereby accelerating the discovery and optimization of catalysts.

- 2) Apply robotics-based high-throughput experimentation to rapidly synthesize and test a vast array of catalyst candidates, expediting the identification of highly efficient catalysts.
- 3) Use AI algorithms to analyze chemical data, predict the properties of potential catalysts, and support the design of new catalysts with improved activity and selectivity.
- 4) Employ AI-based computational modeling techniques to predict catalyst behavior at the atomic level, simulate reactant adsorption, activation, and reaction pathways, identify promising catalyst candidates, and guide experimental work toward the most effective design directions.

### **Qualification Requirements:**

- 1) Master's degree or higher in a relevant field (e.g., Artificial Intelligence, Computer Science, Chemistry, Chemical Engineering, Materials Science, Energy

Engineering, Electrical Engineering).

- 2) Professional experience in AI algorithms or related research/industry projects.
- 3) Deep understanding of Transformer architectures and their variants; familiarity with large models such as BERT, GPT, and LLaMA.
- 4) Experience with distributed training, model parallelism, and model compression.
- 5) Proven experience in large model development and optimization; proficient with frameworks such as ChatGPT, DeepSpeed, Megatron; knowledge of RLHF and PEFT.
- 6) Strong research track record with publications in top international conferences/journals, or highly cited research outputs/patents.
- 7) Excellent project management and problem-solving skills, with the ability to collaborate effectively in interdisciplinary and multicultural teams.
- 8) Very good English skills are required; German is an advantage.

## 2. AI Systems Platform Development Engineer (m/f/d)

### Key Responsibilities:

- 1) Lead the development of the AI-based “Scientific Brain” research platform, including the overall construction of AI systems; apply large language models (LLMs) to design and optimize model architectures, carry out model training, and deploy the integrated AI platform.
- 2) Utilize robotic technologies to perform high-throughput experiments for the rapid synthesis and screening of a vast array of material candidates, accelerating the discovery of high-performance materials.
- 3) Analyze experimental data from material characterization techniques; correlate material properties with catalytic performance to guide the optimization of catalyst formulations and synthesis methods, thereby enhancing reaction efficiency.
- 4) Apply AI-driven computational modeling techniques to predict catalyst behavior at the atomic level; simulate adsorption, activation, and reaction pathways of reactants,

identify promising catalyst candidates, and guide experimental work toward the most effective design directions.

- 5) Continuously explore and apply new AI algorithms and techniques to optimize predictive models and improve catalyst development strategies, thereby accelerating the discovery and optimization of advanced catalysts.

### **Qualification Requirements:**

- 1) Master's degree or higher in Computer Science, Artificial Intelligence, Software Engineering, Data Engineering, or a comparable technical field
- 2) Several years of relevant professional experience in AI system development, platform engineering, or a comparable field
- 3) Solid experience in developing AI systems or scalable platforms, with sound knowledge of distributed system architectures and large-scale data processing
- 4) Proficiency in Python, Java, or Go
- 5) Practical experience with common AI frameworks and

infrastructure tools, such as TensorFlow, PyTorch, Kubernetes, and Docker

- 6) Good knowledge of SQL/NoSQL databases, cloud platforms (such as AWS or Azure), and containerized deployment technologies
- 7) Additional academic or professional background in Electrical Engineering, Energy Engineering, Materials Science, Chemistry, or Chemical Engineering is considered an asset
- 8) Knowledge of or experience in energy, energy storage, or low-carbon technology applications is highly desirable
- 9) Very good English skills are required; German is an advantage.

### **3. Energy Storage R&D Engineer (m/f/d)**

#### **Key Responsibilities:**

- 1) Strategic Planning for Energy Storage: Lead the formulation of the company's energy storage strategy by coordinating internal and external resources, including partner universities, government agencies, and industry

stakeholders; build and manage teams for technology R&D, product development, and project execution.

2) Research and Development of Energy Storage Technologies:

Conduct research and design of energy storage technologies based on the company's strategic direction and project needs; propose new storage solutions and carry out technical validation.

3) Product Development and Improvement: Take charge of the

R&D of energy storage products, including product design, prototyping, performance testing, and optimization, to continuously improve and innovate product offerings.

4) System Design and Integration: Participate in the design and

integration of energy storage systems; integrate and optimize various storage technologies to ensure high efficiency and system reliability.

5) Testing and Data Analysis: Design and execute experimental

plans; conduct testing of energy storage systems and analyze experimental data to support technical improvement and performance optimization of projects.

**Qualification Requirements:**

- 1) Master's degree or higher in a relevant field, such as Thermal Engineering, Power Engineering and Engineering Thermophysics, Energy and Power Engineering, New Energy Science and Engineering, Process Equipment and Control Engineering, Materials Science and Engineering (especially with a focus on energy storage materials), or a comparable discipline
- 2) Several years of relevant professional experience in energy storage R&D or a related field
- 3) Proven experience in energy storage research and development
- 4) Solid knowledge of battery materials, energy storage system design, performance testing, or related technical areas
- 5) Experience with technology-driven R&D work and strong analytical and problem-solving skills
- 6) Background in energy storage materials is a strong advantage
- 7) Knowledge of the European energy storage market and relevant technical standards is highly desirable
- 8) Very good English skills are required; German is an advantage.

## 4. Electrocatalysis R&D Engineer (m/f/d)

### Key Responsibilities:

- 1) Develop catalysts, electrodes, and equipment for CO<sub>2</sub> electroreduction to fuel and material products; lead the team in advancing efficient CO<sub>2</sub> electrochemical conversion technologies for low-carbon fuels and materials, and promote engineering demonstration and industrial application.
- 2) Design and optimize electrochemical and catalyst systems to improve energy conversion efficiency, reduce costs, and enhance system stability and reliability.
- 3) Lead the selection and application of new technologies; Research novel electrochemical and catalytic materials and evaluate their application potential in Power-to-X conversion systems.
- 4) Oversee technical validation, experimental design, data analysis, and model development; guide the optimization of process parameters and the improvement of production workflows.

## **Qualification Requirements:**

- 1) Master's degree or above in a relevant field such as Electrochemistry, Chemistry, Chemical Engineering, Materials Science, Energy and Power Engineering, Renewable Energy, or Electrical Engineering.
- 2) Solid R&D experience in the field of electrocatalysis.
- 3) Experience as a core member of research teams at renowned universities or research institutes, with familiarity in the development process of CO<sub>2</sub> electrocatalytic fuel catalysts, electrodes, and equipment.
- 4) Proven end-to-end experience in catalyst research (from frontier research → laboratory scale → pilot scale-up → application), with the ability to lead a team in rapid technology iteration.
- 5) Solid research experience in electrochemical catalysis (e.g., CO<sub>2</sub> conversion, electrochemical synthesis of alcohols/ammonia, fuels, water electrolysis for hydrogen

production, fuel cells), along with team leadership capabilities.

- 6) Very good English skills are required; German is an advantage.

## **5. R&D Engineer – Biochemical Engineering (C1-based Bioprocessing) (m/f/d)**

### **Key Responsibilities:**

- 1) Formulate and implement the technical strategy and core technology roadmap for biochemical engineering and biosynthesis; develop green production technologies for energy and chemicals through C1-based biomanufacturing, promoting sustainable and environmentally friendly bioprocesses.
- 2) Develop independently controlled synthetic biology technologies, including gene editing, metabolic pathway reconstruction and optimization, and the design of high-throughput automated platforms for synthetic biomanufacturing.
- 3) Lead the development of bioconversion and utilization

technologies for C1-reducing compounds such as methane, methanol, formic acid, and carbon monoxide (CO).

- 4) Develop bio-chemical hybrid approaches for CO<sub>2</sub> conversion and utilization.
- 5) Responsible for the design of biocatalysts, development of biomanufacturing feedstocks, process intensification, and engineering of biomanufactured products.

### **Qualification Requirements:**

- 1) Master's degree or higher in a relevant field, such as Biochemical Engineering, Biotechnology, Chemical Engineering, Applied Chemistry, Bioenergy, Environmental Biotechnology, or a comparable discipline
- 2) Several years of relevant R&D experience gained in an industrial, academic, or research environment
- 3) Proven experience in leading major research projects or delivering technology transfer / commercialization outcomes
- 4) Solid knowledge of advanced developments and industrialization technologies in green electricity-based chemical processes

- 5) Ability to define development strategies and technical roadmaps in this field
- 6) Proven capability to lead technology development and industrialization work independently
- 7) Very good English skills are required; German is an advantage.

## II. Administrative and Operational Support– 3 Positions in Total

### 1. Senior General Affairs Officer (m/f/d)

#### **Key Responsibilities:**

- 1) Administrative Support: Manage day-to-day administrative affairs of the institute, including procurement of office supplies, travel arrangements, German–Chinese translation, maintenance of fixed assets, and front desk and meeting reception.
- 2) Financial Support: Organize and upload original accounting documents into the local DATEV accounting system in Germany; conduct account reconciliation and document sorting; complete reimbursement and payment requests in the internal finance system.

- 3) Document and Policy Management: Assist with archiving and maintaining various company records; translate, file, and update administrative and financial documents.
- 4) External Communication and Support Coordination: Support communication and liaison with external vendors, banks, and tax authorities; assist in cross-functional coordination among finance, HR, and office administration departments.
- 5) Internal Coordination within China–Europe Teams: Support internal communication within the China–Europe team to ensure accurate and timely information flow.

### **Qualification Requirements:**

- 1) Master’s degree or higher in Business, Economics, Social Sciences, Natural Sciences, or a related field.
- 2) Proven record in administration and finance/tax-related roles.
- 3) Proficiency in DATEV and common office software (MS Office, etc.).
- 4) Excellent German and Chinese language skills, both

written and spoken.

- 5) Familiarity with German accounting and financial systems, with the ability to work independently.
- 6) Experience in intercultural working environments and strong teamwork skills are an advantage.

## **2. HR Supervisor (m/f/d)**

### **Key Responsibilities:**

- 1) Lead international training initiatives for the institute's outstanding engineers and oversee employee development and training programs. Organize employee training plans, career development frameworks, and support the planning and execution of cultural exchange and integration activities.
- 2) Develop and improve the HR management system for the European Institute, ensuring alignment with European labor laws and headquarters requirements. Optimize HR processes and establish a comprehensive policy framework covering recruitment, compensation, performance, training, and employee relations.
- 3) Design and implement annual recruitment plans and manage

end-to-end talent acquisition for international candidates. Oversee the screening, interviewing, and background checks for key positions. Build and maintain a robust talent pipeline to support strategic talent needs.

- 4) Administer compensation and performance management systems. Develop salary structures and performance evaluation schemes, conduct regular salary benchmarking and performance analysis, and provide data-based input for management decisions.
- 5) Manage labor contracts, visa applications, and social insurance processes to ensure full compliance with EU and German labor laws. Maintain positive employee relations and effectively handle labor disputes and employee complaints.
- 6) Oversee HR data management and reporting. Collect, analyze, and present HR metrics and regularly update headquarters on workforce status and key developments.

### **Qualification Requirements:**

- 1) Master's degree or higher in Human Resources, Business

- Administration, Law, or a comparable field
- 2) Proven record of relevant professional experience in human resources or a related field
  - 3) Solid knowledge of European, particularly German, labor law, social security, and HR compliance requirements
  - 4) Strong written and verbal communication skills in German and English, with the ability to work effectively in a cross-cultural management environment
  - 5) Strong organizational, analytical, and problem-solving skills
  - 6) Proactive, reliable, and team-oriented working style
  - 7) Experience in human resources management within an international company or research institution is highly desirable

### **3. Senior Legal Consultant (m/f/d)**

#### Key Responsibilities

- 1) Legal Advisory & Business Support: Provide comprehensive legal advice to management and business units on a wide range of legal matters, including corporate, commercial, and operational issues. Act as a trusted advisor to support strategic and day-to-day decision-making.

- 2) Compliance & Regulatory Framework: Ensure full compliance with EU and German laws and regulations. Develop, implement, and continuously improve internal compliance policies and procedures, including data protection (GDPR), corporate governance, and internal controls.
- 3) Contract Management & Negotiation: Draft, review, and negotiate a broad range of contracts, including service agreements, employment-related documents, supplier contracts, and cross-border cooperation agreements. Identify legal risks and propose mitigation strategies.
- 4) Cross-Border Legal Coordination: Support international business activities, particularly in a China–Europe context. Coordinate with external legal counsel across jurisdictions and ensure alignment with both local regulations and headquarters requirements.
- 5) Labor Law & Employment Support: Provide legal support for HR-related matters, including employment contract management, termination processes, and the handling of labor disputes, ensuring full compliance with German labor

law.

- 6) Risk Management & Dispute Resolution: Identify legal and compliance risks and proactively develop mitigation strategies. Manage legal disputes, claims, and potential litigation in cooperation with external law firms when required.
- 7) Legal Monitoring & Reporting: Monitor regulatory developments in relevant jurisdictions and assess their impact on the organization. Provide regular legal updates and reports to management and headquarters.

### **Qualification Requirements:**

- 1) Degree in Law (qualification in Germany or another EU jurisdiction is a strong advantage)
- 2) Several years of professional experience in corporate law, commercial law, or as in-house legal counsel (experience in a law firm or corporate environment is acceptable)
- 3) Solid knowledge of German and EU legal frameworks; experience in cross-border legal matters is preferred
- 4) Extensive experience in contract drafting and negotiation

- 5) Strong legal judgment, risk awareness, and problem-solving skills
- 6) Excellent communication and cross-functional collaboration skills
- 7) Excellent command of German (C1/C2), with proven ability to draft, review, and negotiate complex legal documents; full professional proficiency in English; Chinese language skills are highly desirable.

## **We offer**

- **Competitive compensation:** Attractive, performance-based salary aligned with your qualifications and responsibilities.
- **Excellent research environment:** Sufficient research funding and access to advanced digital tools and innovative technologies.
- **Innovative workplace:** Exciting and diverse tasks in an international R&D setting with a collaborative, open atmosphere.
- **Room for creativity:** Freedom to contribute your own ideas and actively shape forward-looking solutions in sustainable energy, technology, and organizational development.

- **International collaboration:** Interdisciplinary projects and partnerships with renowned academic and industry players across Europe, including opportunities for international exchange.
- **Career development:** Tailored training programs, individual career pathways, and support for participation in professional events and conferences to foster both personal and professional growth.
- **Attractive working conditions:** Flexible working hours, comprehensive social benefits, and a family-friendly environment.
- **Modern central workplace:** A centrally located office in Berlin with modern facilities and excellent connections to public transport.

## How to Apply

Please send your application documents by email to:

[Recruitment@chnenergyeurope.com](mailto:Recruitment@chnenergyeurope.com)

Subject line: “[Position] – [Your Name]”.

Your application should include:

- CV (including representative research projects for R&D positions)
- University certificates / transcripts (if available)
- Reference letters from previous employers (if available)

By submitting your application, you consent to the processing of your data for the purpose of the recruitment process.

All documents will be treated confidentially in accordance with GDPR. We retain applications for up to six months after completion of the recruitment process, unless you give explicit consent for longer storage.