

Job Description

Researcher (Signal Processing)

1. Develop audio signal processing algorithms of noise suppression, acoustic reaction elimination and dynamic gain control, etc. for development of bone conduction hearing aids;
2. Develop algorithms of automatic volume control, virtual surround sound and low frequency extension to improve sound quality of speakers;
3. Study existing blind navigation systems and develop new blind navigation devices with bone conduction technique.

Researcher (Mechatronic Design)

1. Modeling of human movement based on principles of mechanics;
2. Design and develop Mobility aids and the control systems.

Researcher (Acoustic Devices)

1. Improve existing bone conduction speakers for better user experience, based on electromechanical models of complex vibration systems;
2. Develop new speaker devices with innovative techniques;
3. Conduct research on characteristics of human-machine coupling of bone conduction devices to support the design of bone conduction speakers with theories and data.

Electronics Engineer (Embedded System Development)

1. Responsible for the software design and development of the product, based on the embedded hardware platform.
2. Responsible for design copywriting and software test of product.

Electronics Engineer (Hardware)

Responsible for circuit design and improvement, electronic components selection, reliability test evaluation, design copywriting and hardware test of the product.

Electronics Engineer (Radio Frequency)

Responsible for design and simulation of antennas and RF circuits for product development.

Mechanical design Engineer

1. Conduct mechanical design of products;
2. Test prototypes;
3. Provide guidance on production process and action;
4. Conduct mechanical drawing.

Test Engineer

1. Perform and coordinate inspections and ensure quality of new developed products and modified products;
2. Prepare and document test plans and schemes according to development requirements;
3. Execute test cases and analyze test results, identify problems, and write test reports.

Product Management Trainee

Conduct project management after job rotation.

Project Management Trainee

Conduct project management after job rotation in production, research and development departments.

Patent Analyst

Keep up with patent information and provide analysis and early warnings.

Engineering management Trainee

1. Provide personal development plan based on personal features and targeted position;
2. Conduct supply chains management or manufacturing system technical management after job rotation.

International Marketing Trainee

1. Gather and analyze market information, develop viable promotion plans, and implement promotion activities;
2. Establish, maintain and develop customer resources and partnership collaboration.

Domestic Marketing Trainee

As an enterprise representative, be responsible for enterprise brand marketing, customer relations maintenance and expansion, and high quality of pre- and after-sale service provision.

Vision Communication Designer

Product and information design based on branding requirements.

Graphic Designer

Responsible for graphic design based on company requirements.

Marketing and Public Relations Executive

1. Responsible for PR copywriting, activities planning and executing.
2. Contact with media and PR companies.
3. Company's WeChat and Weibo operation.

Branding Operation Trainee

Responsible for the work of branding operation, including brand version, brand promotion, brand maintenance, brand marketing, etc.

HR Trainee

Participate in the process of human resource projects, such as recruitment and disposition, labor relation, compensation and benefit, Performance appraisal, etc.

Finance Trainee

Participate in finance process based on company requirements.

Job Requirements

Researcher (Signal Processing)

1. Master degree or above in mathematics, physics, electronic engineering,

microelectronics, automation, control engineering, acoustics, biomedical engineering, or related areas. Ph.D. preferred;

2. Intelligent, dedicated and interested in exploring the essence of things and pursuing technical excellence;
3. Open to challenge and fast learning ability;
4. Keen on research, and eager to apply research output into application;
5. Experience in mathematical modeling contests, electronic design contests, robot contests, 'The Challenge Cup', or UAV challenges would be an advantage;
6. Relevant experience, either in industry or university / institutional R&D, would be an advantage.

Researcher (Mechatronic Design)

1. Master degree or above in mechanics, instrumentation, electronic engineering, microelectronics, automation, control engineering, biomedical engineering, or related areas. Ph.D. preferred;
2. Intelligent, dedicated and interested in exploring the essence of things and pursuing technical excellence;
3. Open to challenge and fast learning ability;
4. Keen on research, and eager to apply research output into application;
5. Experience in mechanical design competition, electronic design contests, robot contests, 'The Challenge Cup', or UAV challenges would be an advantage;
6. Relevant experience, either in industry or university / institutional R&D, would be an advantage.

Researcher (Acoustic Devices)

1. Master degree or above in mathematics, physics, electronic engineering, automation, control engineering, mechanics, instrumentation, aerospace engineering, acoustics, biomedical engineering, or related areas. Ph.D. preferred;
2. Intelligent, dedicated and interested in exploring the essence of things and pursuing technical excellence;
3. Open to challenge and fast learning ability;
4. Keen on research, and eager to apply research output into application;
5. Experience in mathematical modeling contests, robot contests, 'The Challenge Cup', or UAV challenges would be an advantage;
6. Relevant experience, either in industry or university / institutional R&D, would be an advantage.

Electronics Engineer (Embedded System Development)

1. Bachelor degree or above in electronic engineering, microelectronics, automation, radio, physics, electronic information, control engineering, mechanics, instrumentation, aerospace engineering, acoustics, biomedical engineering, or related areas;

2. Intelligent, logical, excellent communication skills and a good team player;;
3. Experience in using tools such as Matlab, C++ and assembly language.
4. Experience in embedded system development, and relevant experience, either in industry or university / institutional R&D, would be an advantage.

Electronics Engineer (Hardware)

1. Bachelor degree or above in electronic engineering, microelectronics, automation, radio, physics, electronic information, biomedical engineering, or related areas;
2. Intelligent, logical, self-motivated;
3. Excellent communication skills, good commercial awareness, keen on and a good team player;
4. Passionate about developing electronic products;
5. Experience in electronic design contests, and relevant experience, either in industry or university / institutional R&D, would be an advantage.

Electronics Engineer (Radio Frequency)

1. Master degree or above in electronic engineering, microelectronics, automation, radio, physics, electronic information, or related areas;
2. Proficient in antenna simulation software, capable of working independently on antenna simulation of products with complex structures;
3. Intelligent, logical, self-motivated;
4. Excellent communication skills, good commercial awareness, and a good team player;
5. Experience in Bluetooth, WiFi, GPS, NFC, cell phone antenna and other related projects would be an advantage.

Mechanical Design Engineer

1. Master degree in mechanics, acoustics, automation, electronic engineering, material science;
2. Intelligent, logical, self-motivated;
3. Excellent interpersonal and communication skills, good commercial awareness, a good team player;
4. Passionate about developing electronic products;
5. Relevant experience, either in industry or university / institutional R&D, would be an advantage.

Test Engineer

1. Bachelor degree or above in electronic engineering, microelectronics, automation, control engineering, mechanical engineering, instrumentation, mechanics, aerospace engineering, acoustics, biomedical engineering;

2. Intelligent, logical, meticulous, attention to details, strongly principled;
3. Excellent interpersonal and communication skills and a good team player.

Product Management Trainee

1. Master degree or above in science and engineering domain;
2. Passionate about developing electronic products;
3. Excellent commercial awareness;
4. Intelligent, logical, self-motivated, having the spirit of exploration;
5. Excellent interpersonal and communication skills and a good team player.

Project Management Trainee

1. Master degree or above in electronic engineering, microelectronics, automation, control engineering, mechanics, instrumentation, aerospace engineering, acoustics, biomedical engineering, Ph.D. preferred;
2. Intelligent, self-motivated, goal-oriented, ability to work well under pressure;
3. Good commercial awareness, good organizational skills;
4. Excellent interpersonal and communication skills and a team player;
5. Experience in managing or organizing large events will be very advantageous.

Patent Analyst

1. Master degree or above in science and engineering domain;
2. Excellent communication skills, ability to understand the requirement and key points of a project in a short time;
3. Excellent reading skills in English;
4. Experience in draft patent application is a plus.

Engineering management Trainee

1. Master degree or above, no specific subject requirements, background in science and engineering domain;
2. Outgoing, adaptable, excellent interpersonal and communication skills, and a good team player;
3. Enjoy reading, excellent reflection skills.

International Marketing Trainee

1. Bachelor degree or above, no specific subject requirements;
2. Excellent interpersonal and communication skills, good commercial awareness;
3. Eager to succeed, determined, ability to work well under pressure;
4. Highly proficient in both spoken and written English;

5. Returnees, running and cycling fans, and audiophiles with a broad range of interests will be very advantageous;
6. Experience in marketing and entrepreneurship is a plus.

Domestic Marketing Trainee

1. Bachelor degree or above in science and engineering domain;
2. Excellent interpersonal and communication skills, good commercial awareness;
3. Eager to succeed, determined, ability to work well under pressure;
4. Experience in a broad range of social activities.

Vision Communication Designer

1. Bachelor degree or above in design-related fields;
2. Strong hand-sketching skills, excellent communication skills;
3. Attention to details, strong sense of responsibility, ability to work well under pressure, eager to succeed;
4. Internet-based platform enthusiasts, running or cycling fans, and audiophiles will be very advantageous;
5. Experience in consumer electronics design, sporting goods design, or vision communication is a plus.

Graphic Designer

1. Bachelor degree or above in design-related fields;
2. Excellent communication skills;
3. Attention to details, strong sense of responsibility, ability to work well under pressure, eager to succeed.

Marketing and Public Relations Executive

1. Master degree or above, no specific subject requirements;
2. Experience in PR companies is a plus;
3. Creative, excellent documentation skills, keen on hot social issues, ability to promote and popularize product with these issues;
4. Excellent interpersonal and communication skills, ability of handling crisis;
5. Attention to details, strong sense of responsibility, ability to work well under pressure;
6. Deep users in internet interactive platform, running and cycling fans, and audiophiles with a broad range of interests will be very advantageous;

Branding Operation Trainee

1. Master degree or above, no specific subject requirements;

2. Profound understanding of brand;
3. Excellent learning ability, good commercial awareness;
4. Have the appetency and good interpersonal and communication skills;
5. Professional, confident and friendly.

Human Resource Trainee

1. Bachelor degree or above, no specific subject requirements;
2. Outgoing, adaptable, excellent interpersonal and communication skills, and a good team player;
3. Enjoy reading, excellent reflection skills.

Finance Trainee

1. Bachelor degree or above, major in Finance, Accounting, Economics, Auditing and related areas;
2. Certificate of Accounting Professional is a plus;
3. Expert in financial knowledge, including accounting standards and financial and tax laws and regulations;
4. Good communication skills, independent financial analysis ability;
5. Honest, conscientious, strong execution and a person of principle.

总助 (CEO \ CTO)

由 CEO\CTO 直接培养，辅助总经理、技术总监进行日常工作。

1. 本科及以上学历，专业不限，学过管理者优先考虑；
2. 优秀的学习能力，良好的商业敏感度；良好的职业素养和人际交往能力；
3. 自信、友好，具有极强的亲和力；
4. 熟练使用办公软件，优秀的文案功底。

信号处理研究员

通过对噪声抑制、反馈消除、动态增益等语音信号处理算法研究优化，开发骨传导助听器/助聋器；通过对动态音量控制、立体环绕声、低频扩展等音频信号算法研究优化，提升振动扬声器音质；通过对现有不同导盲系统研究结合骨传导扬声器，开发骨传导助盲器。

1. 硕士或博士，数学、物理、电子工程、微电子、自动化、控制工程、声一学、生物医学工程等相关专业；
2. 聪明，专注，喜欢探究事物本质，在技术上追求卓越；
3. 逻辑清晰，善于猜想，能迅速追踪全球最新科研成果，并激发创新；
4. 热爱科研，希望将研究成果迅速应用于产品，行销全世界，并从中获得自信、尊严、乐趣和收益的牛人；
5. 参与过数学建模大赛、电子设计大赛、机器人大赛、“挑战杯”、无人机大赛者优先；
6. 有相关项目经验者优先。

机电设计研究员

利用力学原理，对人体行为进行数学建模，设计及优化运动辅助设备及其控制系统。

1. 硕士或博士，机械、仪器、电子工程、微电子、自动化、控制工程、生物医学工程等相关专业；
2. 聪明，专注，喜欢探究事物本质，在技术上追求卓越；
3. 逻辑清晰，善于猜想，能迅速追踪全球最新科研成果，并激发创新；
4. 热爱科研，希望将研究成果迅速应用于产品，行销全世界，并从中获得自信、尊严、乐趣和收益的牛人；
5. 参与过机械设计大赛、电子设计大赛、机器人大赛、“挑战杯”、无人机大赛者优先；
6. 有相关项目经验者优先。

声学器件研究员

基于复杂振动系统的机电模型，优化现有骨传导扬声器，提升用户体验；开发新一代扬声器单元，为新产品线进行技术储备；研究骨传导振动扬声器的人机耦合特性，为优化骨传导扬声器设计提供理论和数据支持。

1. 硕士或博士，数学、物理、电子工程、自动化、控制工程、机械工程、精密仪器、力学、航天工程、声学、生物医学工程等相关专业；
2. 聪明，专注，喜欢探究事物本质，在技术上追求卓越；
3. 逻辑清晰，善于猜想，能迅速追踪全球最新科研成果，并激发创新；
4. 热爱科研，希望将研究成果迅速应用于产品，行销全世界，并从中获得自信、尊严、乐趣和收益的牛人；
5. 参与过数学建模大赛、机器人大赛、挑战杯和无人机大赛者优先。

嵌入式开发工程师

负责产品的软件设计与开发实现。基于相应的嵌入式硬件平台，进行软件方案的设计架构；各类信号处理算法的移植；产品软件的调试；编写相关技术文档。

1. 本科及以上学历，电子工程、微电子、自动化、电子信息、物理、生物医学工程、控制工程、机械工程、精密仪器、声学等专业，成绩优异，专业基础扎实；
2. 精通 Matlab, 熟练 C++ 和汇编语言；
3. 逻辑清晰，较强的沟通表达能力和团队协作能力；
4. 有嵌入式平台相关项目经验者优先。

硬件工程师

进行电路设计与改进；电子元器件选型及可靠性验证；编写相关技术文档；产品硬件调试。

1. 本科及以上学历，电子工程、微电子、自动化、电子信息、物理、生物医学工程等专业，成绩优异，专业基础知识扎实；
2. 聪明，逻辑清晰，自我驱动力强；

3. 沟通表达能力优秀，善于团队协作，具有商业敏感度，热爱研究电子产品；
4. 参与过电子设计大赛者、有项目经验者优先。

电磁场射频工程师

负责产品天线、射频电路的设计、仿真，以及在产品中的布局和研发阶段的测试。

1. 硕士或博士，电子工程、微电子、自动化、无线电、物理、电子信息等专业，成绩优异，专业集中知识扎实；
2. 熟练应用天线仿真软件，能独立进行复杂结构产品的天线仿真；
3. 聪明，逻辑清晰，自我驱动力强；
4. 沟通表达能力优秀，善于团队协作，具有商业敏感度；
5. 有蓝牙、WiFi、GPS、NFC、手机天线等相关产品研发经验者优先。

结构工程师

根据产品开发需要，负责公司产品开发和改良的结构设计，模具开发，样机验证，产品生产工艺设计与指导等工作，输出相应设计图纸。

1. 力学、声学、机械、自动化、电子材料、工业设计等相关专业硕士，成绩优异，有相关项目者优先。
2. 聪明，逻辑清晰，自我驱动力强，具有探索精神，热爱研究电子产品；
3. 沟通表达能力优秀，善于团队协作，具有商业敏感度。

测试工程师

负责新产品开发及产品改良项目过程中的质量控制，根据开发需求编写测试计划和方案，执行测试工作，对测试结果进行统计与分析，定位测试问题，提交开发人员解决。

1. 本科及以上学历，电子工程、微电子、自动化、控制工程、机械工程、精密仪器、力学、航天工程、声学、生物医学工程等相关专业；
2. 聪明，逻辑清晰，细致认真，一丝不苟，原则性强；
3. 沟通表达能力优秀，善于团队合作。

产品经理培训生

轮岗培养后，担任产品经理的角色。

1. 硕士及以上学历，理工类专业；
2. 热爱研究电子产品；
3. 具有非常强的商业敏感度；
4. 聪明，逻辑清晰，自我驱动力强，具有探索精神；
5. 沟通表达能力优秀，善于团队协作。

项目管理培训生

在制造、研发体系培养后，承担项目管理工程师及项目经理的（PM）工作。

1. 硕士或博士，电子工程、微电子、自动化、控制工程、机械工程、精密仪器、力学、航天工程、声学、生物医学工程等相关专业，成绩优异；
2. 聪明，自我驱动力强，沟通表达能力优秀，善于团队协作，目标导向，具
3. 有较强的商业敏感度，能承受压力；
4. 组织协调能力强，管理过项目或组织过大型活动者优先。

专利分析师

通过对行业内专利信息的追踪，对公司已有专利进行信息分析和预警。

1. 硕士及以上学历，理工类专业背景；
2. 在校期间有过专利撰写经验者优先；
3. 沟通交流能力强，能够短时间内快速理解项目要求，把握项目重点；
4. 英语阅读能力强。

工程管培生

根据专业背景和目标岗位，定制个人培训计划，在各部门轮岗后，将担任制造系统技术管理、供应链管理等工作。

1. 硕士学历，专业不限，理工科背景，优秀的本科生也可考虑；
2. 性格外向，善于团队合作，优秀的沟通协调能力和适应能力强；
3. 热爱阅读，热爱思考，善于反思。

国际销售管培生

收集及分析市场信息，结合公司市场战略制定可行的推广计划并组织落地实施；进行客户资源的维护、沟通与管理，协调合作伙伴之间的关系等。

1. 本科及以上学历，专业不限，英文听说读写流利；
2. 优秀的人际交往能力，成就动机强，意志坚定，具有良好的抗压能力；
3. 思维活跃，较强的商业敏感度，具有市场营销和创业经验者优先；
国外留学经历优先；
4. 兴趣广泛，跑步、骑行爱好者及消费电子产品发烧友优先。

国内销售管培生

作为企业代表，宣传企业形象，树立企业品牌，联系客户，拓展客户网络，提供高品质的售前售后服务。

1. 本科学历，理工科背景，通讯相关专业尤佳；
2. 优秀的人际交往能力，成就动机强，意志坚定，具有良好的抗压能力；
3. 社会实践经验丰富、积极参与读书、文体类活动。

视觉传达设计师

结合公司品牌需求，进行相应产品、信息设计。

1. 本科及以上学历，设计类专业，手绘功底强；
2. 有视觉传达的实习经验者优先，接触过消费电子或者运动产品的设计工作；
3. 细心且责任心强，做事积极主动，抗压力强；
4. 优秀的人际交往能力，成就动机强。

平面设计师

负责公司平面设计相关工作。

1. 本科及以上学历，平面设计等相关专业；
2. 细心且责任心强，做事积极主动，抗压力强；
3. 优秀的人际交往能力，成就动机强。

市场公关专员

结合公司产品策略，运营公司微博、微信；撰写公司市场公关文案；对接公关公司、相关媒体；协助策划并执行会员活动或产品发布等。

1. 本科及以上学历，专业不限，有公关公司实习经验者优先；
2. 思维活跃，文笔出彩，关注时事热点，能结合时事热点进行宣传推广；
3. 沟通表达能力优秀，能充分协调各方资源，具备危机处理能力；
4. 细心且责任心强，做事积极主动，抗压力强；
5. 互联网互动平台深度用户优先，跑步、骑行爱好者及消费电子产品发烧友优先。

品牌运营培训生

承担品牌运营工作，包括品牌创意、品牌推广、品牌维护、品牌营销等内容。

1. 硕士学历，专业不限；
2. 对品牌有深刻的理解和认识；
3. 优秀的学习能力，良好的商业敏感度；
4. 良好的职业素养和人际交往能力；
5. 自信、友好，具有极强的亲和力；

人力资源管培生

担任人力资源六大模块如招聘、员工关系、薪酬福利、绩效考核、企业文化等岗位工作。

1. 本科及以上学历，专业不限；
2. 性格外向，善于团队合作，优秀的沟通协调能力，适应能力强；
3. 热爱阅读，热爱思考，善于反思。

财务管培生

根据工作需要，担任财务部相关岗位工作。

1. 本科及以上学历，财务管理、会计学、税务及审计等相关专业，通过会计从业资格考试者优先；
2. 全面的财务专业知识，了解会计准则以及相关的财务、税务等法律法规；
3. 良好的沟通能力，善于处理流程性事务，良好的独立工作与财务分析能力；
4. 为人诚实，工作严谨，原则性强，有较强的敬业精神及执行能力。