

## 岗位说明书

基本信息

<b>Job Title</b>	Chief Technology Officer (CTO)
<b>Department</b>	Personal Administration Department
<b>Company</b>	Wuxi China Resources Huajing Microelectronics Co., Ltd.
<b>City</b>	Wuxi, Jiangsu
<b>职位级别</b>	

*Job reporting relationships*

	Job Title	人数
<b>The direct supervisor</b>	General Manager	1
<b>Direct Subordinate</b>	Department Manager	

*main purpose of the job*

负责公司战略性产品开发与促进重大技术突破工作，保持公司产品与技术行业领先，具有竞争力。  
*Responsible for strategic product development and the promotion of major technological breakthrough, maintaining the company's products and technology industry-leading, highly competitive*

The primary duties:**Responsibilities content**

(1)	参与制定公司发展战略、年度经营计划和预算方案； <i>Participate in formulate the company's development strategy, annual business plans and budget;</i>
(2)	组织研究行业最新产品的技术发展方向，主持制定技术发展战略规划； <i>Organize research the latest products of industry and technology development direction , manage formulate the technology development strategy planning;</i>
(3)	管理公司的整体核心技术，组织制定和实施重大技术决策和技术方案； <i>Manage the company's core technology, organizational development and implementation of major policy decisions and technical solutions</i>
(4)	及时了解和监督技术发展战略规划的执行情况； <i>Understand and monitor the implementation of the strategic planning of technology development;</i>
(5)	领导分管部门制度并组织实施年度工作计划，完成年度任务目标； <i>Leading the charge of the department institution and implement annual work plan and complete the annual mission objectives;</i>
(6)	研究决策公司技术发展路线，规划公司产品； <i>Research and decisions company technology roadmap, and planning the company's products;</i>
(7)	指导、审核项目总体技术方案，对各项目进行最后的质量评估； <i>Guidance, audit the project technical solution and the final quality assessment;</i>
(8)	与用户进行技术交流，了解用户在技术与业务上的发展要求，并解答用户提出的与产品技术相关问题； <i>Technical exchanges with the user to understand the users requirements on the technical and business development, and answer product technology-related issues raised by users;</i>
(9)	对潜在或具体的项目、用户进行跟踪，管理技术交流、方案制作及合同谈判； <i>tracking Potential or specific projects, , manage technological exchanges, program production and contract negotiations;</i>
(10)	做好上级安排的其它工作。 <i>Other work arranged by supervisor</i>

## 内外联系

内部供应商的职位名称/部门 <i>Internal Supplier's Job title and Department</i>	输入(从内部供应商接受的服务、资源、信息) <i>Input (receiving services, resources, information from internal suppliers,)</i>
市场营销部、质量管理部、各分厂 <i>Marketing and Sales Department, Quality Management Department and each Plant</i>	市场信息 <i>Market information</i>
内部客户职位名称/部门 <i>Internal Customer's Job title and Department</i>	输出(提供给内部客户的服务、资源、信息) <i>Output(Provide services, resources, information for internal customer)</i>
各分厂 Each Plant	产品、技术支持与服务 <i>Product, technical support and services</i>
对外联系 <i>External links</i>	主要目的 <i>Main purpose</i>

行业协会、科技局 <i>Industry associations, Science and Technology Bureau</i>	行业信息获得，项目申报 <i>Access to industry information, the project application</i>
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**关键绩效领域** *Key performance areas*

<b>新品销售率</b> <i>Sales rate for new product</i> <b>产品研发成功率</b> <i>Product R &amp; D success rate</i> <b>科研项目</b> <i>Research Project</i> <b>专利申请数</b> <i>Number of patent applications</i> <b>基础科研数</b> <i>The number of basic research</i>
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**职位影响范围** *Job sphere of influence*

<b>财务方面</b> <i>Financial</i> (如预算额、审批权限、项目合同额、固定资产额、销售额等) <i>Such as budget, approval authority, the project contract amount, fixed assets, sales, etc.</i>	<b>非财务方面</b> <i>Non-financial aspects</i> (如管辖员工数、地理区域、人事调配权等) <i>(Such as number of employees under the jurisdiction of the geographical area, personnel deployment rights, etc.)</i>
按公司管理规定，享受管理层审核或审批权限 <i>According to company regulations, have management audit or examination and approval authority</i>	参与经营决策、管辖研发人员、人事调配建议权 <i>Participation in management decision-making, under the jurisdiction of the R &amp; D personnel, personnel deployment right to make recommendations</i>

**职位任职资格** *Job Qualifications*

<b>该职位要求的胜任能力和胜任能力等级要求</b> <i>This position requires competence and the competence level requirements</i> 精通行业内最新技术方法 <i>Proficient in the latest industry techniques</i> 把握行业技术发展趋势和业务发展动向，对关键技术有独到见解 <i>Grasp of the industry technology trends and business development trends, and insights on the key technologies</i> 有很强的创新能力、拓展能力、抽象思维能力与项目管理能力 <i>Has a strong ability to innovate, to expand the ability of abstract thinking ability and project management capabilities</i> 具有科技创新意识 <i>With awareness of scientific and technological innovation</i> 有很强的判断、决策、计划与执行能力 <i>A strong judgment, decision making, planning and implementation capacity</i> 有良好的沟通、协调、组织和团队建设能力 <i>Good communication, coordination, organization and team building capacity</i> 有高度的工作热情，良好的职业道德 <i>High degree of enthusiasm, a good work ethic</i>
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<p><b>专业知识和专业知识等级要求</b>  <i>Professional knowledge and expertise level requirements</i>            熟练掌握微电子技术知识  <i>Master the knowledge of microelectronics technology</i>            具备扎实的行业理论基础和技术工作经验  <i>With a solid theoretical foundation of the industry and technology experience</i>            熟悉微电子技术的发展，市场及产品发展方向  <i>Familiar with the development of microelectronics technology, market and product development direction</i>            掌握半导体器件和线性集成电路的设计，制造技术和工艺  <i>Grasp of semiconductor devices and linear integrated circuit design, manufacturing technology and process</i>            掌握市场信息、应用服务的相关知识  <i>Grasp the knowledge of market information, application services</i>            掌握 L-EDIT、CADENCE 软件使用技巧  <i>Master L-EDIT, CADENCE software skills</i>            掌握 DOE、SPC、8D、FMEA、MSA 知识及应用  <i>Master DOE, SPC, 8D, FMEA, MSA knowledge and application</i>            掌握 ESD 及 ESD 防护有关知识  <i>Relevant knowledge in ESD and ESD protection</i>            了解半导体器件应用知识  <i>Understand the knowledge of semiconductor device applications</i>            了解有害物质的性能、识别和控制、ROHS 的条例性要求、REACH 法规要求等知识  <i>Understanding of performance, identification and control of harmful substances, the ROHS Ordinance requirements, the requirements of the REACH Regulation knowledge</i>            了解微电子技术的发展动态及趋势  <i>Understand the dynamics and trends of development of microelectronics technology</i></p>
<p><b>相关工作经验及年限</b> <i>Relevant work experience</i>            功率器件研发设计 5 年以上经验，技术管理 5 年以上经验  <i>Power devices R &amp; D over five years experience in technical management of more than 5 years experience</i></p>
<p><b>教育水平</b> <i>Level of education</i>            相关专业本科以上学历 <i>Related professional Bachelor degree or above</i></p>
<p><b>专业资格</b> <i>Professional qualifications</i>            高级工程师资格以上 <i>More than a qualified senior engineer</i></p>
<p><b>计算机/外语/其他技能</b> <i>Computer / foreign / other skills</i>            计算机：熟悉办公软件 <i>Computer: Familiar with office software</i>            外语：基本听、说、读、写，能阅读专业文献  <i>Foreign Language: Basic to listen, saying, read, write, can read the professional literature</i></p>
<p><b>特殊要求</b> <i>Special requirements</i>            无 <i>None</i></p>

**郑重声明** *Solemnly declaration*

同职位相关的职责、技能、责任、要求、工作内容或条件并不仅限于以上所列的各项。本说明书旨在准确反映在职人员现有的工作内容，如果将来条件发生变化，管理层将保留变更工作内容或要求在职人员履行其他职责的权利。  
*With job-related duties, skills, responsibilities, requirements, job content or conditions are not limited to the listed above. This manual is designed to accurately reflect the existing content of the work of serving officers, and the future, if conditions change, the management reserves the right to change the content or service personnel to perform such other duties as the right to.*

**审核、批准和确认** *Review, approval and confirmation*

制作方及日期 <i>Producers and date</i> 人事行政部 <i>Department of Personnel Administration</i>	审核方及日期 <i>Auditee and date</i> 直接上司: <i>Direct supervisor</i> 部门主管: <i>Department Chief</i>	任职者及日期: <i>Incumbent and date:</i>
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