

Current Job Openings at hofer powertrain (USA), Inc.

Position: VP Engineering - Transmission and Driveline Development

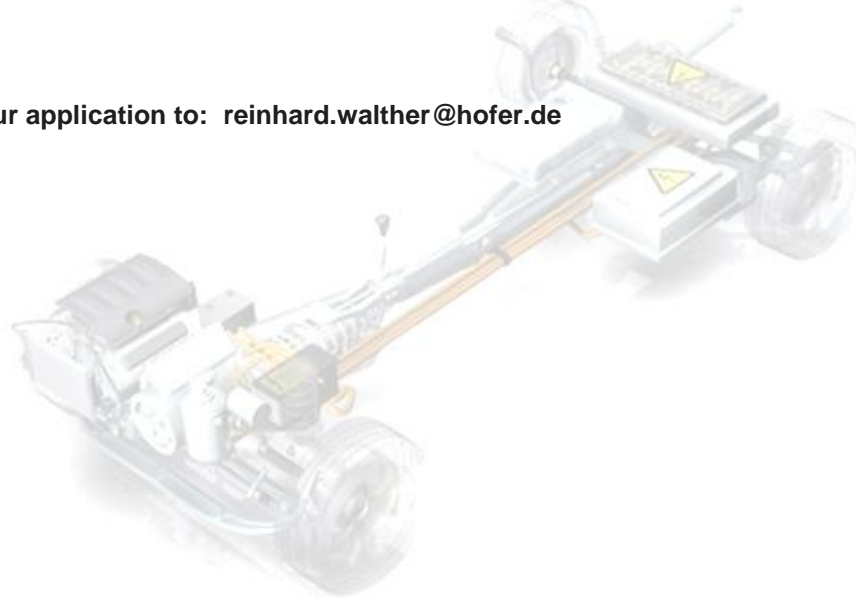
Position: Sr. Project Engineer transmission development

Position: Engineer for Transmission Function Development/Calibration

Position: Engineer for Transmission Calibration

Following are the detailed job descriptions for above mentioned job openings.

Please send your application to: reinhard.walther@hofer.de



Immediate Opening

hofer powertrain is an international, privately owned company for development of high efficient powertrains (transmissions, hybrid systems, electric drives) as well as simulation and test systems for passenger cars, truck, off-highway and recreational vehicles. **hofer powertrain** has 600 employees worldwide, mainly throughout Germany. Our US headquarters, established in 2009, is located in Novi, Michigan, which has been a commercial and technical representation of the **hofer group**, mainly focused on business development and customer relationship management.

Position: VP Engineering - Transmission and Driveline Development

Location: Greater Detroit Area

SCOPE OF POSITION:

hofer powertrain (USA), Inc. intends to hire a Vice President of Engineering [VPE] who will be charged with the unique opportunity to build up the US subsidiary of **hofer powertrain** with a focus on establishing a powerful development team to provide outstanding engineering support for US based customers. The VPE is a newly created position and will report to the Board of Directors.

hofer powertrain (USA), Inc. is looking for a highly technical versed candidate, currently working in the "second row" or a seasoned Manager, who is ready to move up in the carrier path.

MISSION:

Responsible for quickly ramping up a functional team (> five engineers) in the greater Detroit area for transmission and driveline engineering services including: transmission design, system simulation, software and calibration Engineers, with emphasis on providing instant business opportunities to fund the team.

Core Responsibilities:

The specific roles of the VPE include, but are not limited to:

- Recruit required engineering talent
- Lead, define, plan, and perform transmission development and other relevant engineering project work within project team as required
- Plan and manage engineering resources according to project requirements.
- Work on specific phases or aspects of projects such as technical studies, preparation of specifications, technical plans, engine testing, data analysis and validation.
- Support/ensure quality of engineering results.
- Review project for compliance with engineering principles, company standards, and customer requirements, including opinions and interpretations.

Core Profile:

A VPE is expected to have demonstrated abilities in the following areas:

Entrepreneurial Spirit

- Highly motivated and eager to start up a new subsidiary
- Creative and innovative mind set to explore business opportunities
- Proficient in strategic planning and affiliated business affairs

Strong Leadership Skills

- Motivator with teambuilding skills to guarantee efficient teamwork and communication
- Ability to lead, direct and empower team with emphasis on core values

Customer Recognition

- Excellent recognition within automotive OEMs and Tier 1 suppliers based on expertise and reliability in product delivery
- Proven track record of successfully executed customer projects
- Vivid customer network for sustainable business development and revenue growth

Commercial

- Support the business development process including travelling for specific clients
- Active involvement in annual review, budget and business plan processes
- Responsible for project budgets and monitoring

Technical

- High level of expertise in at least one of the following areas: transmission design, SW and controls, transmission calibration or hybrid systems
- Identify, initiate, and support opportunities for customers in powertrain technology development
- Provide effective mentorship for other departmental staff in areas of expertise
- Familiarity with regulatory, market segment requirements and end-user expectations
- Transmission and hybrid system specifications

Relational

- Leadership of small to medium size technical teams
- Accountability for individual and team delivery
- Negotiation for overall success
- Project and resource coordination
- Active pursuit of personal and departmental improvement

Experience and Education

- Master's degree or higher in Mechanical or Electrical Engineering
- Ten or more years of development and engineering experience
- Five or more years of leading and managing an engineering team
- Experience in managing global engineering resources
- Broad based experience of successfully building up a new business division and/or establishing a powerful engineering team

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Position: Sr. Project Engineer transmission development

Location: Greater Detroit Area

Your Responsibilities:

Provide technical and program expertise, for transmission, hybrid and electric drive applications and mentoring to Skill Team and Cross-Functional engineering program team activities.

The transmission and hybrid development team is situated in Europe and provides best in class engineering in the fields mechanics, electrics, hydraulics, system, function and software development. The specific roles of a Senior Project Engineer in USA in this effort include:

- Defines, plans, and performs transmission development, vehicle calibration and other relevant engineering project work within project team as required
- Plans and manages engineering resources according to project requirements.
- Works on specific phases or aspects of projects such as technical studies, preparation of specifications, technical plans, engine testing, data analysis and validation.
- Supports/ensures data quality and writes technical project reports.
- Reviews project for compliance with engineering principles, company standards, and customer requirements, including opinions and interpretations.
- Coordinates activities concerned with technical development, scheduling, and resolving engineering test issues.
- Supports, organizes, and leads customer meetings.
- Other duties as required to insure project success

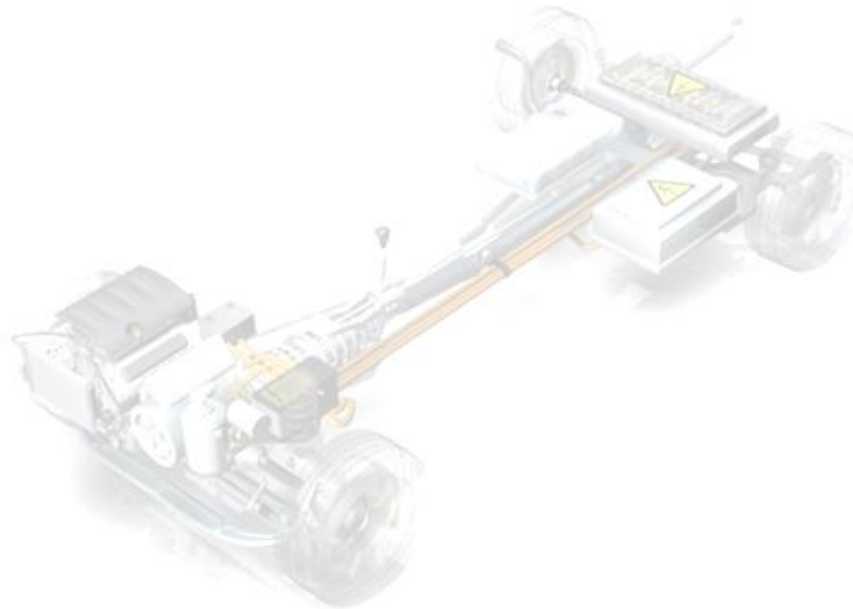
Your Profile:

A Project Engineer Senior is expected to have demonstrated abilities in the following areas:

- Technical
 - Advanced Experience in transmission and hybrid system development either in Design, Specification, Simulation, SW & Controls or Calibration.
 - Provide effective mentorship for other departmental staff in areas of expertise
 - Published at least 2 papers accepted by a professional organization
 - Familiarity with regulatory and market segment requirements and end-user expectations

- Relational
 - Leadership of small to medium size technical teams
 - Working effectively with customers and other program staff and team members
 - Accountability for individual and team delivery
 - Negotiation for overall success
 - Program and resource coordination
 - Active pursuit of personal and departmental improvement
 - Effective communication with all levels of the program team

- Experience and Education
 - Minimum 5 years of experience in area of expertise
 - Bachelor's degree in Mechanical Engineering or related field required
 - Master's degree in Engineering preferred.



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Position: Engineer for Transmission Function Development/Calibration

Location: Greater Detroit Area

hofer powertrain (USA), Inc. will be involved in a very prestigious SW and Controls development project for an US based car manufacturer. **hofer powertrain** will also support the customer with the calibration of the completely developed SW for the automated transmission. Based on this 3 year term Physics Model Based Control Development project, hofer powertrain plans to add an new position for and ambitious Engineer for function Development and calibration to strengthen our team here in the US.

Duties and responsibilities:

- Developing and modeling functions and control algorithms for powertrain control systems of passenger cars, motorcycles and commercial vehicles
- Implementing, integrating and testing of control functions on prototype and serial production controllers
- Validating and testing control functions on test bench and in the vehicle
- Creating customer reports and presentations
- Manage and coordinate transmission software projects

Profile and qualifications:

- Bachelor degree in mechanical engineering, mechatronics, automation and controls, electronics or automotive engineering
- Experience in computer languages and the usage of control unit hardware
- Ideally experience in model-based software development with Matlab/Simulink and the usage of testing and calibration tools
- Preferably experience in the automotive sector
- General skills with standard software Excel, Powerpoint, Word
- Ability to work independently and analytically
- Willingness to travel around the US and occasionally to Europe
- Willingness to cooperate with customer development teams
- 2-3 years of relevant working experience
- Valid US driver's license and satisfactory driving record

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Position: Engineer for Transmission Calibration

Location: Greater Detroit Area

The Junior Calibration Engineer will have the following duties and responsibilities:

- Prototype and serial production calibration of powertrains and transmission to meet customer requirements for shift quality, fuel economy and functional safety
- Calibration work on test rigs and in the vehicle mainly at customer's sites in the US
- Perform measurements in the vehicle and evaluate, analyze and process the results according to shift quality and functional safety
- Analyze NVH and shift quality problems and develop improved shift strategies
- Create project presentations and reports and present them to the customer
- Manage and coordinate calibration projects

Basic Qualifications:

- Bachelor Degree in Mechatronics, Mechanical engineering or related field required
- Good knowledge about the functionality of automatic transmissions
- Comprehensive knowledge about controls, CAN communication and analysis tools (e.g. *vector CANalyzer*)
- Experience in calibration of transmission and vehicle controls and the usage of calibration tools (e.g. *vector CANape*, *ETAS INCA*)
- Working experience with rapid-prototyping systems like dSpace or ETAS
- ⊖ Experience in test driving and measurement data acquisition in passenger cars
- ⊖ Willingness to cooperate with customer development teams
- Strong problem solving skills and good organizational skills
- 2-3 years of relevant working experience
- Valid US driver's license and satisfactory driving record

Preferred Qualifications:

- Basic skills in Matlab/Simulink, ideally dSpace TargetLink as well
- Knowledge about Hardware-in-the-loop (HiL) testing
- Knowledge about sensors and measurement equipment used on test-rigs and in vehicles
- Basic skills in model-based function development with Simulink or TargetLink
- General knowledge of the functionality and controls of shift elements like lamella clutches, dog clutches and synchronizer