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## Benefits for employees AT PAPVN

As a team member at PAPVN, you will enjoy a wide range of benefits designed to support your personal growth each day at work

1



### Training & Developement

- Participate in soft skills and professional working skills training courses.
- Expand your skills through **internal and overseas training** opportunities designed to enhance your professional growth.

2



### Attractive Compensation

- Performance bonuses **twice a year** and annual salary reviews.
- Allowances for **English, Japanese, and Chinese language certifications**; **Japanese bachelor's and master's degrees**.
- **100% salary paid** during the probation period.

3



### Wellness

Benefit from an extensive medical insurance package, ensuring peace of mind and excellent health support.

5



### Physical Environment

- Free lunch provided
- Monthly Happy Hour
- Company Trip, Family Day, Sports Day, etc.
- A friendly, open, and collaborative working environment for mutual growth

4



### Easy Transport

Seamless daily commute with our **company bus** from Hanoi, Hung Yen, Hai Duong, and Bac Ninh



### CONTACT US

[recruitment.papvn@vn.panasonic.com](mailto:recruitment.papvn@vn.panasonic.com)

Refrigerator Factory: Thang Long Industrial Park, Hanoi.

Washing Machine Factory and R&D Center: Thang Long Industrial Park II, Hung Yen.

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## Opportunity for R&D Jobs AT PAPVN



**Join us as an R&D Engineer! Work on innovative projects, gain hands-on experience, and grow your technical and professional skills in a collaborative environment.**

### 1 | R&D - Mechanical (Engineer/ Senior/ Supervisor)

#### Job responsibilities:

- Design mechanical parts/structures for Washing Machine (WM).
- Test, evaluate product's design and solve technical issues.

#### Requirements:

- Proficient in MS Office, 3D design software (NX, SolidWorks, Catia), with intermediate English or Japanese.
- Proactive, punctual, detail-oriented, multitasker, and eager to learn.



### 2 | R&D - Performance (Engineer/ Senior/ Supervisor)

#### Job responsibilities:

- Design & evaluate functions for WM product.
- Prepare and manage technical documents and test reports.

#### Requirements:

- Proficient in MS Office, intermediate English/Japanese, basic natural sciences (math, physics, chemistry).
- Proactive, punctual, detail-oriented, multitasker, and eager to learn.



### 3 | R&D - Hardware (Technician/ Engineer/ Senior/ Supervisor)

#### Job responsibilities:

- Work on circuit design, electrical design, testing, and improvement activities for WM product.

#### Requirements:

- Technician – basic electrical knowledge; Engineer – ~1 year in circuit/electrical design, familiar with PCB tools or NX.
- Proactive, punctual, detail-oriented, multitasker, and eager to learn.



### 4 | R&D - Software (Technician/ Engineer)

#### Job responsibilities:

- Implement software modules in C/C++ for microcontrollers (Renesas or STM32).
- Design control logic for washing programs, motor drive, water level and temperature sensing.

#### Requirements:

- New graduate or experience in embedded software development (Renesas, STM8, Nuvoton preferred).



### 5 | R&D - Software (Senior/ Supervisor)

#### Job responsibilities:

- Analyze requirements, design architecture and implement software modules in C/C++
- Supervise and manage a software development and testing team for WM projects.

#### Requirements:

- At least 2-3 years of embedded software development experience, preferably in home appliances or motor control applications.
- Good project management and communication skills.

