【外資系自動車部品メーカー】若手エンジニア｜26か月の育成プログラム

世界的な部品メーカーで将来のエンジニアリング / オペレーションリーダーを目指す

Job Information

Recruiter
Morgan McKinley

Job ID
1618678

Industry
Bank, Trust Bank

Job Type
Permanent Full-time

Location
Kanagawa Prefecture

Salary
Negotiable, based on experience

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General Requirements

Minimum Experience Level
Over 1 year

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Fluent Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

世界的な自動車部品メーカーにて、将来のエンジニアリング・オペレーションリーダーを目指す若手エンジニアを募集しています。

26か月の育成プログラムを通じて、自動車向けコネクターや端子の設計・開発から、製造、品質、調達、サプライチェーンまで幅広い業務を経験できます。

入社後は、経験豊富なエンジニアやリーダーの指導を受けながら、実際の製品開発プロジェクトに参加。技術的な課題解決やデータ分析にも取り組み、実践的なスキルを磨いていただきます。

設計の専門性を深めるだけでなく、ものづくりの全体像を理解し、将来のキャリアの幅を広げられるポジションです。

主な職務内容

- 自動車向け低電圧・高電圧・データ通信用コネクターおよび端子の設計・開発
- 3D CADなどを活用した設計図面の作成、設計検証、FMEAなどの技術文書の作成
- 顧客の機能・性能要件を理解し、製造可能性を考慮した製品設計への反映
- 価値分析・価値工学（VA / VE）による製品ライフサイクル全体のコスト効率改善
- プロジェクトマネジメント、製造、試験、品質、調達、サプライチェーンなどの関連部門と連携した製品開発の推進
- データ分析や実際の製品・製造現場の確認を通じた技術課題の特定と解決

A leading **global automotive connectivity technology manufacturer** is seeking an ambitious **Automotive Development Engineer** to join its structured **26-month Engineering and Operations Development Program** in Kanagawa, Japan.

This accelerated rotational program is designed to develop the next generation of **Engineering and Operations leaders**, providing practical experience across automotive product development, manufacturing, quality, and operational functions.

Beginning in **Research & Development (R&D) and Product Development**, you will contribute to the design and engineering of **automotive low-voltage connectors, high-voltage connectors, data connectivity systems, and electrical terminals** used in modern vehicle technologies.

Working at the company's **Kawasaki Headquarters**, you will take ownership of engineering deliverables while receiving guidance and coaching from experienced engineers and technical leaders.

You will gain hands-on experience in **3D CAD design, Computer-Aided Engineering (CAE), mechanical and electrical engineering, product validation, Design FMEA, and Value Engineering**.

The role also offers exposure to cross-functional teams, including **Project Management, Manufacturing, Testing, Quality Assurance, Procurement, Operations, and Supply Chain**, helping you develop a comprehensive understanding of automotive engineering and product development.

This opportunity is ideal for early-career engineers with a background in **Mechanical Engineering, Electrical Engineering, or Materials Engineering** who want to accelerate their professional development and build a long-term career in the global automotive industry.

Key Responsibilities

- Design and develop **automotive low-voltage, high-voltage, and data connectivity connectors and terminals** to meet customer specifications.
- Ensure engineering designs align with **product performance, development schedules, manufacturing costs, and quality requirements**.
- Create and maintain **engineering drawings, technical specifications, and product design documentation**.
- Prepare **Design Failure Mode and Effects Analysis (Design FMEA)** documentation to support product reliability and risk assessment.
- Develop and document **design verification plans, test results, and engineering validation activities**.
- Prepare and maintain **cross-functional change-point matrices** to support engineering change management.
- Collaborate with automotive customers to translate **functional requirements and performance specifications** into practical product designs.
- Support the development of **manufacturable automotive connector and terminal solutions**.
- Apply **Value Analysis and Value Engineering (VA/VE)** techniques to improve product cost efficiency throughout the development lifecycle.
- Use **3D CAD and CAE tools** to support mechanical design, structural analysis, and thermal-electric engineering assessments.
- Participate in technical reviews and engineering discussions with experienced engineers and project stakeholders.
- Collaborate with **Project Management, Manufacturing, Testing, Quality, Operations, Procurement, and Supply Chain teams** to deliver assigned projects.
- Analyze engineering data to identify technical issues, evaluate design alternatives, and recommend practical improvements.
- Take ownership of assigned engineering deliverables while maintaining accuracy, accountability, and timely communication.
- Apply a practical engineering approach by **observing actual production environments, examining physical components, and understanding real operating conditions**.
- Participate in the **26-month Engineering and Operations rotation program**, gaining exposure to different technical and business functions.
- Work closely with experienced engineering leaders to strengthen **technical problem-solving, project execution, and professional leadership capabilities**.

Required Skills

必須条件 経験・資格：

- 機械工学、材料工学、電気工学、または関連分野の学士号
- 3D CADおよびCAEに関するスキル。特に、静的構造解析や熱・電気解析に関する知識・経験

ソフトスキル：

- 技術的な課題を素早く理解し、データに基づいて解決策を導く能力

- 正確性を重視し、計画的に業務を進める力
- 担当業務に責任を持ち、課題や進捗を誠実かつ透明性をもって報告できる能力
- エンジニア、管理職、サプライヤーなど、幅広い関係者と協力して業務を進めるコミュニケーション能力

語学力：
- **日本語：**流暢（ネイティブでない場合、JLPT N1相当）
- **英語：**中級以上（英語面接あり。入社後も英語力向上に取り組む意欲がある方）

歓迎条件
- 機械工学または電気工学の修士号
- 中国語（北京語）の語学力

採用企業について
外資系大手の自動車向けコネクティビティ技術メーカー。

低電圧・高電圧・データ通信向けのコネクターや端子など、自動車の電気システムや通信技術を支える製品を世界各国で展開しています。

自動車の電動化や高度な通信技術を支える製品開発に携わりながら、グローバルなものづくりの現場で技術力を磨ける環境です。

この求人がおすすめの理由
- **26か月の育成プログラム**を通じて、技術と事業の両面から専門性を高められる
- 経験豊富なエンジニアやリーダーの指導のもと、実際の製品開発プロジェクトに携われる
- 設計・開発に加え、製造、品質、調達、サプライチェーンなど幅広い部門を経験できる
- 将来のエンジニアリング・オペレーションリーダーを目指し、キャリアの幅を広げられる
- 年間休日129〜131日、フレックスタイム制など、働きやすさにも配慮した環境
- 退職金制度、従業員積立制度、食事手当、交通費支給など福利厚生も充実

Required Skills and Qualifications**Experience:**
- **Bachelor's degree in Mechanical Engineering, Materials Engineering, or Electrical Engineering** .
- Knowledge and practical skills in **3D CAD and Computer-Aided Engineering (CAE)** .
- Understanding of **static structural analysis and thermal-electric analysis**.
- Foundational knowledge of **mechanical design, electrical engineering, or materials engineering principles** .
- Ability to interpret technical requirements and support the development of engineering drawings and design documentation.
- Interest in **automotive product development, connector technologies, and manufacturing engineering** .
- Ability to analyze technical data and apply engineering knowledge to practical design and development challenges.
- Willingness to participate in a structured **26-month Engineering and Operations development program** .
- Openness to learning different engineering and operational functions throughout the rotation program.

Soft Skills:
- Strong **attention to detail, organizational skills, and research capabilities** .
- Ability to learn quickly and apply new technical knowledge to real engineering challenges.
- Strong analytical thinking and a **data-driven approach to problem-solving**.
- Excellent **relationship-building and collaboration skills** when working with colleagues, managers, and suppliers.
- Strong sense of accountability and willingness to take ownership of assigned engineering deliverables.
- Honesty and transparency when communicating project progress, technical findings, and challenges.
- Practical engineering mindset based on **observing actual locations, examining actual components, and understanding real conditions**.
- Ability to collaborate effectively with **Engineering, Manufacturing, Quality, Procurement, and Supply Chain teams**.
- Proactive attitude toward professional development and continuous improvement.
- Strong motivation to build a long-term career in **Automotive Engineering, Product Development, and Engineering Leadership**.

Language Requirements:
- Japanese: Fluent (**JLPT N1 proficiency specified in the recruitment requirements**).
- English: Intermediate/Business, with willingness to further improve communication skills.
- Ability to prepare an **English résumé** and participate in an **English-language interview**.

Preferred Skills & Qualifications
- **Master's degree in Mechanical Engineering or Electrical Engineering** .
- Mandarin Chinese language proficiency.
- Knowledge of **automotive connector design, electrical terminals, or vehicle connectivity systems** .
- Familiarity with **low-voltage, high-voltage, or automotive data communication technologies** .
- Exposure to **3D CAD design, CAE simulation, structural analysis, or thermal-electric analysis** .
- Understanding of **Design FMEA, design verification, and engineering change management** .
- Interest in **Value Analysis, Value Engineering, and manufacturing cost optimization** .
- Exposure to **automotive manufacturing, product testing, quality assurance, or production engineering** .
- Experience collaborating on technical projects involving multiple engineering disciplines.
- Interest in developing future responsibilities in **Engineering Management, Operations, or Technical Leadership** .

About the Company
Morgan McKinley is partnering with a **global connectivity technology manufacturer** serving the international automotive industry.

The company specializes in the development and manufacturing of **automotive electrical connectors, terminals, and connectivity solutions** supporting modern vehicle electrical systems and communication technologies.

Its product portfolio includes **low-voltage connectors, high-voltage connectors, and data connectivity components** designed to meet the evolving requirements of automotive manufacturers.

The organization combines **mechanical engineering, electrical engineering, materials expertise, and advanced manufacturing capabilities** to deliver reliable automotive connectivity technologies.

Through its Engineering and Operations development program, the company provides early-career professionals with opportunities to gain practical experience across **Research & Development, Product Engineering, Manufacturing, Testing, Quality, Procurement, and Supply Chain**.

This position offers an opportunity to contribute to real automotive product development projects while building the technical and professional foundation needed for broader engineering responsibilities and future leadership opportunities.

Why You'll Love Working Here

- Accelerate your engineering career through a structured **26-month Engineering and Operations rotation program** .
- Gain hands-on experience in **Automotive R&D, Product Development, and Connector Engineering** .
- Receive **coaching and mentoring from experienced engineers and engineering leaders** .
- Work on real product development projects involving **automotive low-voltage, high-voltage, and data connectivity technologies**.
- Develop technical skills in **3D CAD, CAE, Design FMEA, Product Validation, and Value Engineering** .
- Build practical experience across **Manufacturing, Testing, Quality, Procurement, Operations, and Supply Chain** .
- Gain exposure to multiple engineering and business functions within a global automotive organization.
- Build a foundation for **broader engineering responsibilities and future leadership opportunities** .
- Work at the company's **Kawasaki Headquarters** while developing experience across engineering and operational functions.
- Benefit from **flexible working hours and minimal overtime** .
- Enjoy **129-131 annual holidays** , supporting a healthy work-life balance.
- Access comprehensive employee benefits, including **retirement allowances and employee savings plans** .
- Receive **meal allowances and transportation support** .
- Benefit from **maternity leave, childcare leave, family care leave, and additional personal leave programs** .
- Develop your long-term career in **Mechanical Engineering, Electrical Engineering, Automotive Product Development, and Engineering Leadership**.
- Contribute to the development of **next-generation automotive electrical and connectivity technologies** .

Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。