R&D Director for Livestock Robotics

畜牧机器人研发总监

Location: Shanghai/Shenzhen/Hangzhou

工作地点：上海/深圳/杭州

Company profile

企业介绍：

Leading French enterprise in agricultural breeding.

农业养殖龙头法企。

Mission

岗位描述：

● A hybrid role combining applied research and program management (a true team leader).

兼具应用研究与项目管理双重背景的人才（是真正的团队领导者）。

● Someone who isn't afraid to"get their hands dirty" .

"亲力亲为"。

● Someone who can engage with and build partnerships with industry partners.

善于与行业企业沟通并建立合作伙伴关系。

● Whilst navigating the academic circles of Shanghai or Shenzhen.

同时能积极融入上海或深圳的学术圈。

Job description

职位描述：

1. Context and Challenges

背景与挑战

●Equipment : Move beyond the lab to adapt existing
robotic technologies to the specific conditions of livestock buildings (ammonia,dust,limited connectivity,the unpredictability of living organisms).

硬件设备：走出实验室，将现有机器人技术适应于养殖场建筑的特定环境（氨气、粉尘、网络连接受限、生物行为的不可预测性）。

●Intelligence : Develop semantic AI modules or other technologies enabling true decisionmaking autonomy (not just following a line, but“understanding” the state of its environment,particularly in the presence of animals).

人工智能：开发语义人工智能或其他模块，以实现真正的自主决策能力（不仅能沿线行进，更能“理解”环境状态，特别是当有动物存在时）。

2.Key Responsibilities

主要职责

A. Management of the“Agri-Adapt” Robotics Platform

负责“Agri-Adapt”机器人平台的统筹管理

● Identify industrial robotic solutions available on the Chinese market and oversee their mechanical and software adaptation.

识别中国市场上的工业机器人解决方案，并主导其机械和软件的适配工作。

● Design robust interfaces capable of ensuring autonomous animal transfer and proactive monitoring.

设计可靠的接口，确保动物的自主转移和主动监控。

● Manage the rapid prototyping cycle in collaboration with our local pilot farms.

与当地试点农场协作，管理快速原型开发周期。

B. Development of Embedded Intelligence (Semantic AI,Supervised AI, Unsupervised AI,Reinforcement Learning)

嵌入式智能的开发（语义人工智能、监督式人工智能、无监督式人工智能、强化学习）

● Orchestrate the deployment and training of state-of-the-art AI models to ensure robots’decision-making autonomy in complex environments.

统筹部署和训练尖端人工智能模型，以确保机器人在复杂环境中的自主决策能力。

● Lead the strategy for acquiring and structuring field data (datasets),the cornerstone of algorithmic performance.

主导实地数据（数据集）的采集与结构化策略，这是算法性能的基石。

● Lead R&D collaborations and scientific partnerships to design scene interpretation algorithms (animal behavior,environmental analysis).

领导研发合作与科学伙伴关系，设计场景解读算法（动物行为、环境分析）。

● Evaluate the robustness of solutions under real-world conditions and lead continuous improvement cycles (REX iterations).

● 在真实环境中评估解决方案的稳健性，并主导持续改进周期（经验反馈迭代）。

C.Team Building and Management

团队建设与管理

● Recruit and manage a multidisciplinary team (robotics engineers,artificial intelligence engineers,embedded systems engineers).

组建并管理一支跨学科团队（机器人工程师、人工智能工程师、嵌入式系统工程师）。

● Establish a culture of agility while adhering to quality and ethical standards.

在遵守质量与道德标准的同时，建立敏捷文化。

D.Ecosystem Development (Partnerships)

生态系统建设（合作伙伴关系）

● Forge strategic alliances with top Chinese universities.

与中国顶尖高校建立战略联盟。

● Identify local industry partners (startups or tech giants)to co-develop specific technological building blocks or source critical components.

物色当地产业合作伙伴（初创企业或科技巨头），共同开发特定技术模块或采购关键组件。

Qualifications

任职要求：

● Education : PhD or engineering degree with a specialization in robotics or embedded systems.

教育背景:拥有机器人学科或嵌入式系统专业方向的博士学位或工程学位。

● Experience : Minimum 3 years in robotics/embedded systems.You are familiar with the local business landscape and the academic network.

工作经验：至少3 年机器人/嵌入式系统相关经验。熟悉当地商业规则及学术网络。

● Technical Skills : Proficiency in ROS (Robot Operating System)environments,AI frameworks (PyTorch,TensorFlow),sensor fusion challenges (LiDAR,3D Vision), knowledge of semantic analysis and reinforcement learning.

技术能力：精通 ROS（机器人操作系统）环境、AI 框架（PyTorch、TensorFlow）、传感器融合（LiDAR、3D 视觉）相关问题，具备语义分析和强化学习方面的知识。

● Soft Skills : Leadership,resilience (the agricultural sector is demanding!),pragmatism, and the ability to translate complex technological concepts into business challenges for the board in France.

软技能：具备领导力、抗压能力（农业环境要求严苛!）、务实精神，并能将复杂的技术概念转化为商业价值，向法国董事会进行有效阐释。

The value of our solutions lies in their ability to interact intelligently with living beings.If you see the future of livestock farming as a symbiosis between technology and agronomy,you are the person we are looking for.

我们解决方案的价值在于其与生物体进行智能交互的能力。如果您认为畜牧业的未来在于技术与农学的共生融合，那么您正是我们正在寻找的人才。

Positioning and Strategic Intent

定位与战略目标

1. Positioning

定位:

The platform is not simply a support center,but a cutting-edge unit. It combines our agronomic expertise with a deep understanding of robotic components within the Chinese ecosystem.

该平台不仅是一个简单的支持中心，更是一个前沿单位。它将我们的农艺专长与中国生态系统中机器人组件的技术优势相结合。

2. Strategic Intent

战略目标:

To transition from“line-following” robotics (basic automation) to“scene-understanding”robotics (cognitive autonomy).The goal is to transform our farms into data-driven environments, where the robot becomes an extension of the farmer’s eyes and hands, 24 hours a day.

从“循线行驶”（基础自动化）的机器人技术，向“场景理解”（认知自主）的机器人技术转型。我们的目标是将养殖场转变为数据驱动的环境，让机器人全天候成为养殖户眼睛和双手的延伸。

Career Prospects for Candidates

职业前景:

1. Technology Pioneer:Opportunity to define global standards for the agricultural robotics

of tomorrow.

技术先锋：有机会制定未来农业机器人的全球标准。

2. Management Advancement:The China Director may advance to a position as Global Head of Ag-Tech or lead the expansion of similar hubs in Asia or Europe.

管理晋升：中国区总监有望晋升为全球农业科技负责人，或领导在亚洲及欧洲拓展类似业务中心。

3. Internal Entrepreneurship: Opportunity to lead a future spin-off subsidiary dedicated to marketing the group’s robotic solutions.

内部创业：有机会主导未来一家专注于集团机器人解决方案商业化的“分拆”子公司。

APPLICATION

投递方式：

Please send your CV and cover letter to : Bj-hr@ccifc.org

请将简历和动机信投递至：Bj-hr@ccifc.org