

郑煤机集团 2025 届校园招聘简章

Zhengzhou Coal Mining Machinery Group Co., Ltd. 2025 Campus

Recruitment Brochure

一、公司概况

1. Company profile

郑州煤矿机械集团股份有限公司（以下称“郑煤机”）始建于 1958 年，原隶属于国家煤炭部，1998 年划归河南省管理，总部位于河南省郑州市，目前是全球规模最大的煤矿综采技术和装备供应商、国际领先的汽车零部件制造企业。

Zhengzhou Coal Mining Machinery (Group) Co., Ltd (hereinafter referred to as ‘ZMJ’) was founded in 1958, formerly affiliated to the State Department of Coal, and then its management authority was transferred to Henan SASAC in 1998, headquartered in Zhengzhou, Henan Province, and is currently the world’s largest supplier of Longwall mining technology and equipment, and the world’s leading automotive parts manufacturing enterprises.

郑煤机是 A+H 股上市公司，业务涉及煤矿机械、汽车零部件、投资三个业务板块，拥有 28 个生产研发销售基地，遍布全球 17 个国家，员工 15000 余名（外籍员工约 5000 名）。2019 年 9 月，习近平总书记视察郑煤机，对企业的国企改革和产业转型所取得的成果给予了充分肯定。

ZMJ is an A+H-listed company with three business sectors: coal mining machinery, automotive components, and investment. The company maintains a presence in 17 countries through 28 production, R&D and sales bases, employing over 15,000 individuals, including 5,000 overseas staff. In September 2019, General Secretary Xi Jinping inspected ZMJ and fully endorsed the achievements of the state-owned

enterprise reform and industrial transformation of the company.

郑煤机是国家级高新技术企业，是河南省混合所有制经济、职业经理人的双项改革试点及国务院国资委国企改革“双百行动”企业，是历次国企改革政策的先行者、实践者、受益者，郑煤机国企改革经验全国推广。多年来连续入选中国机械工业百强、中国煤炭企业 50 强、汽车工业零部件 30 强和《财富》中国 500 强企业。2023 年，郑煤机实现营业收入 364.23 亿元，同比增长 13.67%；归母净利润 32.74 亿元，同比增长 28.99%。

ZMJ is a national high-tech enterprise, a pilot enterprise of mixed ownership economy and professional managers in Henan Province, and an enterprise of ‘Double Hundred Actions’ of the SASAC of the State Council for State-owned Enterprises Reform. ZMJ’s experience in SOE reform has been promoted nationwide as a pioneer, practitioner and beneficiary of successive SOE reform policies. Over the years, it has been consecutively selected as one of the top 100 companies in China’s machinery industry, one of China’s top 50 coal companies, one of the top 30 auto industry components and one of the Fortune China 500 companies. In 2023, ZMJ’s operating revenue was 36.423 billion yuan, up 13.67% year on year, while net profit attributable to the parent company was 3.274 billion yuan, up 28.99% year on year.

郑煤机煤矿机械板块综合实力居行业龙头地位，主要业务为煤炭综采工作面成套装备、煤炭智能化控制系统、智慧矿山的研发、设计、生产、销售和全寿命周期服务，产品遍布全国各大煤业集团，先后出口到俄罗斯、美国、澳大利亚、土耳其、印度、越南等国家。世界支护高度最高、工作阻力最大的煤矿液压支架，国内首套由单一厂家供应的成套化智能综采工作面以及国内首套成套化综采出口装备，均由郑煤机自主研发制造。液压支架和智能化工作面市场占有率稳居行业

第一。企业拥有国家级企业技术中心、博士后科研工作站、院士工作站等科研机构，先后承担了国家多项煤矿综采装备重点项目的研制开发，引领了中国煤矿综采装备的发展方向，推动了中国高端综采装备的国产化、智能化、国际化进程。目前已建成河南省第一家投入运营的灯塔工厂。

In the coal mining machinery sector, ZMJ is the industry leader and provides a complete-set equipment, a coal intelligent control system, as well as intelligent mine research, development, design, production, sales and full life cycle services. The products have a strong international presence, being supplied to major coal industry groups across the country as well as exported to countries including Russia, the United States, Australia, Turkey, India and Vietnam. The hydraulic shield with the highest support height and the largest yield load in the world, the first set of complete-set of intelligent longwall working face supplied by a single manufacturer in China, as well as the first set of complete-set of export equipment for Longwall mining from China, are all independently researched, developed and manufactured by ZMJ. In terms of market share, the company is the leading supplier of hydraulic shield and intelligent working face equipment in the industry. ZMJ is home to a National Enterprise Technology Centre, postdoctoral research station, academician workstation and other scientific research institutions. It has successfully undertaken a number of national key projects in coal mining equipment research and development, spearheading the development of China's coal mining equipment. It is also accelerating the localisation, intelligence and internationalisation of the high-end mining equipment. It has recently built the first lighthouse factory in Henan Province, which has been successfully put into operation.

郑煤机汽车零部件产业板块旗下拥有索恩格（SEG）、亚新科（ASIMCO）两大品牌，索恩格（SEG）位居全球行业前三，亚新科（ASIMCO）综合实力位居国内汽车零部件企业前列。索恩格（SEG）是全球领先的起动机和发电机技术及服务供应商，拥有近千项专利以及关键领域世界领先的核心技术，全球市占率 20%，位居世界第三。作为起动停止系统的开拓者、混合动力系统的奠基者，索恩格（SEG）持续推动内燃机汽车节能减排技术创新，引领绿色出行技术的发展。2022 年成立索恩格汽车电动系统有限公司，专注开展汽车高压电动系统研发，坚定迈入新能源领域。

There are two brands in the ZMJ auto parts industry: SEG and ASIMCO, with SEG ranking among the top three in the global industry and ASIMCO at the forefront of domestic auto parts companies in terms of comprehensive strength. SEG is a world leader in the supply of starter motor and generator technology and services, with a portfolio of nearly 1,000 patents and world-leading core technologies across a number of key areas. The company's global market share is 20%, placing it third in the world. As the pioneer of start-stop systems and the founder of hybrid systems, SEG continues to push forward the technological innovation of energy saving and emission reduction for ICE vehicles, and leads the development of green mobility technology. In 2022, SEG Automotive E-Drive System Co., Ltd. was established to focus on the development of high-voltage electric systems for automobiles and to firmly enter the field of new energy.

亚新科（ASIMCO）是一家植根于中国的全球性零部件集团，业务涵盖商用车、乘用车和新能源汽车三大市场，与中国主要整车厂和发动机制造厂商均建立了深厚而良好的业务关系，多个产品线在中国市场位列行业领先地位。主营业务为发动机核心零部件、减震密封、汽

车电机，主要产品有以材料应用技术为核心的发动机缸体缸盖、凸轮轴和粉末冶金制品等，降噪减振及制动密封件、活塞环、气门座圈等部件，在国内有 5 个生产基地，在国外有 1 个生产基地，在美国、日本、欧洲设有销售办公室，25% 订单来自于国际客户。2022 年成立亚新科智能汽车技术（仪征）有限公司，全力向新能源汽车领域进军，为中国乃至全球的汽车市场提供高品质的零部件产品。

ASIMCO is a global components group headquartered in China with operations in three main market segments – commercial vehicle market, passenger car market and NEV market. ASIMCO has long established good and stable customer relationships with all major engine makers and vehicle OEMs in China and has played a leading role in many of its product areas. The main businesses are engine core components, vibration damping seals, and automotive motors. The main products are NVH and rubber seals, piston rings, valve seat rings and material process technology related products, such as engine cylinder blocks and heads, camshafts, and powdered metal parts. There are 5 production bases in China and 1 production base abroad, with sales offices in the US, Japan and Europe, and 25% of the orders come from international customers. In 2022, ASIMCO I-tech (Yizheng) Co., Ltd. was established to make an all-out effort to move into the NEV sector and provide high-quality parts and components for the automotive market in China and throughout the world.

郑煤机全资企业芝麻街实业公司是投资业务板块的首个尝试，对老厂区 658 亩工业用地重新规划，秉承“科创+文创”双创产业园定位和跨界融合的运营模式，打造“产业园区、文化景区、商业街区、生活社区”复合多样社区，为中原区乃至郑州市的工业老区产业转型发展开辟创新路径。该项目首期于 2020 年 9 月 17 日开园，2021 年、

2022 年连续两年作为全国大众创业万众创新活动周分会场承担多项活动，行业影响力持续增强。

The wholly-owned enterprise, Zhengzhou Sesame Street Industry Co., Ltd, is the first attempt to invest in the business sector, re-planning 658 acres of industrial land in the old factory area. A novel industrial park for cultural and technological innovation relies on the operation mode of cross-border integration to create a complex and diversified community integrating ‘industrial park, cultural attractions, commercial block, residential community’. The project presents a new way for the renewal of old industrial areas industry within Zhongyuan District and wider in Zhengzhou. The first phase of the project launched on 17 September 2020, and in 2021 and 2022 it acted as a branch venue of the Mass Entrepreneurship and Innovation Initiative Week for two consecutive years. Industry influence continues to grow.

郑煤机的发展得到了各级党委政府的关心和支持，习近平、胡锦涛、李克强、张德江、马凯等党和国家领导人先后视察郑煤机集团，河南省委省政府、郑州市委市政府主要领导也多次莅临企业视察指导。

The development of ZMJ has been cared for and supported by the Party committees and governments at all levels. Party and state leaders such as Xi Jinping, Hu Jintao, Li Keqiang, Zhang Dejiang, Ma Kai and so on have successively inspected ZMJ, and the main leaders of the Henan Provincial Party Committee and Provincial Government, Zhengzhou Municipal Party Committee and Municipal Government have visited the enterprise many times for inspection and guidance.

在习近平总书记视察调研郑煤机重要指示精神的指引下，在各级党委政府的关心支持下，新时代的郑煤机人正以饱满的热情和激昂的斗志，全面实施新一轮全球化发展战略，心无旁骛扎根高端装备制造

业，深入推进企业高质量发展，为打造成为具有国际影响力的智能制造企业集团、振兴民族装备制造业、让中国品牌叫响世界而努力奋斗！

Under the guidance of General Secretary Xi Jinping's important instructions for the inspection and research of ZMJ, and with the care and support of the party committees and governments at all levels, ZMJ in the new era is implementing a new round of globalization development strategy with full enthusiasm and high morale, rooting itself in the high-end equipment manufacturing industry without any distractions, and pushing forward the high-quality development of the enterprise in depth, so as to build a high-end smart manufacturing enterprise group with world influence, revitalise the national equipment manufacturing industry, and make Chinese brands famous in the world!

煤机板块简介

Introduction to the Coal Mining Machinery Sector

一、煤机板块概况

1. Overview of the Coal Mining Machinery Sector

郑煤机煤矿机械有限责任公司（以下简称“郑煤机煤机板块”）总部位于郑州，是中国第一台液压支架的诞生地，承担着郑煤机上市公司的煤矿机械业务，综合实力居行业龙头地位。

Zhengzhou Coal Mining Machinery Co., Ltd. (hereinafter referred to as “ZMJ Coal Mining Machinery Sector”), headquartered in Zhengzhou, is the birthplace of China’s first hydraulic shield, undertakes the coal mining machinery business of ZMJ. It has a leading position in the industry in terms of overall strength.

历经 60 余年的发展沉淀，郑煤机煤机板块如今拥有 10 个生产、研发、销售基地，分布在全球 4 个国家，已发展成为全球规模最大的煤矿综采技术和装备供应商，是高新技术企业、国家级企业技术中心，已建成“博士后科研工作站”“河南省煤矿支护装备工程技术研究中心”等研发平台。先后荣获“国家技术创新示范企业”“中国煤炭企业 50 强”“制造业单项冠军企业”“河南省创新龙头企业”等荣誉。

After more than 60 years of development, ZMJ Coal Mining Machinery Sector now has 10 production, R&D and sales bases in 4 countries around the world, and has become the world’s largest supplier of coal mining technology and equipment. It is a high-tech enterprise and a national enterprise technology centre, and has established R&D platforms such as ‘Postdoctoral Research Station’ and ‘Henan Coal Mine Supporting Equipment Engineering and Technology Research Centre’. It won the title of ‘National Technology Innovation Demonstration

Enterprise’, ‘China’s Top 50 Coal Enterprises’, ‘Single champion enterprise of Manufacturing in China’, ‘Henan Provincial Innovation Leading Enterprise’ and so on.

郑煤机煤机板块先后荣获“国家技术创新示范企业”“河南省创新龙头企业”“制造业单项冠军企业”“国家服务型制造示范企业”“河南省制造业头雁企业”“中国煤炭工业优秀企业”等荣誉称号，入选 2023 中国煤炭企业 50 强。

ZMJ Coal Machinery has been awarded the honors of ‘National Technological Innovation Demonstration Enterprise’, ‘Henan Provincial Innovation Leading Enterprise’, ‘Single champion enterprise of Manufacturing in China’, ‘National Service-oriented Manufacturing Demonstration Enterprise’, ‘Henan Provincial Manufacturing Leading Enterprise’, ‘China Coal Industry Outstanding Enterprise’ and so on. And it was selected as one of the top 50 Chinese coal enterprises in 2023.

郑煤机煤机板块主要业务为煤炭综采工作面成套装备、煤炭智能化控制系统、智慧矿山的研发、设计、生产、销售和全寿命周期服务。世界支护高度最高、工作阻力最大的煤矿液压支架，国内首套由单一厂家供应的成套化智能综采工作面以及国内首套成套化综采出口装备，均由郑煤机自主研发制造。液压支架和智能化工作面市场占有率稳居行业第一。先后承担了国家多项煤矿综采装备重点项目的研制开发，引领了中国煤矿综采装备的发展方向，推动了中国高端综采装备的国产化、智能化、国际化进程。

The main business of the coal machinery sector is the research and development, design, production, sales and whole life cycle service of complete-set of equipment for Longwall, intelligent control system and intelligent mine. The world’s highest hydraulic shield with the biggest yield load, the first set of complete set of intelligent Longwall equipment

supplied by a single manufacturer and the first set of complete set of comprehensive mining export equipment from China are all independently researched, developed and manufactured by ZMJ. The market share of hydraulic shield and intelligent working face ranked first in the industry. It has successively carried out the research and development of many national key projects of coal mining equipment, led the development direction of China's coal mining equipment, and promoted the localization, intellectualization and globalization of China's high-end mining equipment.

用一流的制造体系保障产品质量。郑煤机煤机板块拥有行业内最先进的钢板下料、焊接、喷涂自动化生产线，行业内最先进的立柱千斤顶自动化生产线，世界产能最大的液压支架总装流水线等，目前已建成河南省第一家投入运营的灯塔工厂。完善的营销网络将生产的产品销往全国各大煤业集团，并先后出口到俄罗斯、美国、澳大利亚、土耳其、印度、越南、印尼等国家。售后服务网络已覆盖国内全部煤炭主产区，全国共设立 10 个售后服务办事处，4 个营销中心，4 个大型维修中心。

Product quality comes from a first-class manufacturing system. ZMJ has the most advanced automatic steel plate cutting, welding and painting line in the industry, the most advanced automatic cylinder production line in the industry, and the hydraulic shield assembly line with the largest production capacity in the world, etc. The first lighthouse plant in Henan Province to be put into operation has been built. A well-developed marketing network sells products to major coal groups in China and exports to Russia, USA, Australia, Turkey, India, Vietnam, Indonesia and other countries. With a total of 10 after-sales service offices, 4 marketing centers and 4 major maintenance centers across the country, the service

network covers all major coal producing areas in China.

近年来，郑煤机煤机板块积极践行中国制造 2025，将智能制造纳入发展战略，推动智能制造成为创新发展的新动能，加大培育新质生产力，制定了以数字化为支撑的“成套化、智能化、国际化、社会化”的四化发展战略，利用智能、高端、成套、全生命周期服务为一体的优势，真正为全球煤炭客户提供一站式的产品和服务。

In recent years, ZMJ Coal Machinery Sector actively pursues Made in China 2025, incorporates intelligent manufacturing into the development strategy, and promotes intelligent manufacturing as a new kinetic energy for innovation and development. The company has intensified the cultivation of new productivity and formulated the four development strategies of ‘complete-set, intelligence, internationalization and socialization’, which are supported by figures. Leveraging the advantages of intelligent, high-end, complete-set and full life cycle services as a whole, we truly provide one-stop products and services for global coal customers.

二、招聘对象及岗位

1. 招聘对象

2025 届全球高校毕业生，2024 年 10 月至 2025 年 9 月

(国内院校以毕业证、学位证，境外院校以留服认证时间为准)

Graduates of 2025 global colleges and universities, October 2024 to September 2025

(Domestic institutions based on graduation and degree certificates, and overseas institutions based on the time of certification by the Service for Staying Abroad)

2. 招聘岗位

| 序号 | 招聘岗位 | 专业需求 | 学历 |
|----|-------|------------------------------|----|
| 1 | 产品研发类 | 机械类、材料类、采矿工程、电气工程、流体力学等 | 硕士 |
| 2 | 智能制造类 | 机械类、材料类、智能制造、工业工程、质量管理、电气工程等 | 硕士 |
| 3 | 软件研发类 | 人工智能、计算机类等 | 硕士 |
| 4 | 硬件研发类 | 电子信息类、自动化类、电气工程等 | 硕士 |
| 5 | 市场开发类 | 市场营销、英语、机械类、计算机类、电子信息类 | 硕士 |

注意：市场开发类岗位有工科背景的都可以投递。

| No. | positions | Specialization | education level |
|-----|---------------------------|--|-----------------|
| 1 | Product R&D | Mechanical, Materials, Mining Engineering, Electrical Engineering, Fluid Mechanics, etc. | master degree |
| 2 | Intelligent Manufacturing | Mechanical, Materials, Intelligent Manufacturing, Industrial Engineering, Quality Management, Electrical Engineering, etc. | master degree |
| 3 | Software R&D | Artificial Intelligence, Computer Science, etc. | master degree |
| 4 | Hardware R&D | Electronic information, automation, electrical engineering, etc. | master degree |
| 5 | Market Development | Marketing, English, Mechanical, Computer Science, Electronics and Information Technology | master degree |

Note: Anyone with an engineering background for market development positions can apply.

三、福利待遇

1. 竞争力薪酬、缴纳五险一金（住房公积金按照河南省最高比例缴纳）；

2. 员工公寓（酒店式公寓、独立卫生间、空调、热水器、wifi等）；

3. 节假日福利、员工体检、生日卡券、年终奖、职工餐厅、餐补、职业装；

4. 丰富的文体娱乐活动，公司有篮球场、乒乓球室、健身房、音乐厅等活动场地；

5. 提供系统性、多维度、个性化的人才专项培养计划。

1.Competitive salary, payment of Social security and housing fund (housing provident fund in accordance with the highest percentage in Henan Province);

2.Employee Apartments (hotel-style flat, independent bathroom, air conditioning, water heater, wifi, etc.);

3.Holiday Welfare, employee physical examination, birthday coupons, year-end awards, staff restaurant, meal supplements, professional clothing;

4.Various sports and recreational activities, the company has a basketball court, table tennis room, gym, concert hall and other activities;

5.Provide systematic, multi-dimensional, personalised talent special training plan.

四、招聘流程

简历投递——一面——综合测评——二面——offer 发放——

—签订三方

post resume—Primary interview—Comprehensive assessment
— secondary examination — Issuance of offers — Contractual agreements

五、联系方式

公司地址：郑州市经开区第九大街 167 号郑煤机集团

邮编：450016

招聘邮箱：zmjrczp@zmj.com

投递方式：

① 微信扫码 一键网申



② PC 端投递链接：<http://xz.51job.com/zmj/>

③ 扫码关注“郑煤机招聘”公众号



V. Contact information

Address: Zhengzhou Coal Mining Machinery Group, No. 167,
9TH, Avenue, Jingkai District, Zhengzhou

Postcode: 450016

Recruitment Email: zmjrczp@zmj.com

Way of submitting:

① Scan with WeChat and Apply Online



② PC Delivery Links: <http://xz.51job.com/zmj/>

③ Scan with WeChat to follow the ‘郑煤机招聘’

