Firmware Engineer

Location: Hanoi, Vietnam.

Type: On-site

Report to: Manager, System and Control

About Blacksheep Vietnam

Blacksheep Vietnam is a fast-growing technology company that helps businesses succeed globally by leveraging Vietnam's talents, manufacturing capabilities, and supply chain advantages. We provide end-to-end solutions, from product development and engineering services to manufacturing and supply chain consulting, for companies with advanced engineering products.

Our portfolio includes electric vehicles and scientific instruments. All our work adheres to global standards, including ISO compliance, ensuring world-class quality and performance.

We are on a mission to elevate Vietnam-designed and engineered products to the global stage. If you're passionate, driven, and excited to work at the intersection of technology and global innovation, join us to take Vietnamese tech to the world.

About the Role:

We're looking for 01 **Firmware Enginee**r who's excited to bring innovative hardware to life. If you love diving into code, optimizing performance, and building Vietnamese tech products for the world—this role is for you.

What You'll Do:

- Develop and maintain embedded firmware for microcontrollers and control systems.
- Analyze and troubleshoot electronic circuits to ensure optimal firmware-hardware integration.
- Manage and optimize the firmware development environment, including toolchains and debuggers.
- Monitor project progress, ensuring alignment with timelines and milestones.
- Evaluate system performance and implement necessary troubleshooting measures.
- Collaborate cross-functionally with product, electrical and mechanical teams.
- Additional tasks as assigned by line manager.

Required skills and capabilities:

- Bachelor of Electrical Engineering, Computer Science, or related field.

- 2+ years of experience in firmware development for embedded systems.
- Proficiency in C/C++ programming languages and experience with real-time operating systems (RTOS).
- Experience in communication protocol (UART, I2C, SPI, CAN, RS485, etc).
- Experience with Arm Cortex and/or PIC microcontrollers, peripherals.
- Solid understanding of electronic circuit analysis techniques and experience with simulation tools.
- Strong ownership of tasks and deliverables across teams.
- Able to work independently with minimal supervision.
- Able to communicate in English for work purposes (no need for advanced writing or fluency).
- Understanding of development methodologies and project management is preferred.
- Experience with control systems design and implementation is preferred.

Salary range (Gross)

20,000,000 – 35,000,000 VND/month (based on experience and skills)

Benefit:

At **Blacksheep**, we believe in doing things differently, which starts with valuing the unique strengths each person brings. We're building a workplace where individuality is respected, creativity is encouraged, and discipline drives results. What you can expect when you join us:

- A dynamic, international environment that values creativity, structure, and bold thinking.
- The chance to make real contributions to impactful global projects.
- 20 days of annual leave, plus public holidays.
- Private healthcare insurance for you and your children.
- Full salary during probation.
- 5 remote working days per month.

If you would like to apply for this position, please email your cover letter and CV to:

Ngoc.tran@blacksheeppower.com the attention of **Ms Ngoc Tran, HR Assistant**

We are an equal opportunities employer, and we would encourage woman to apply for the engineering job.

We look forward to hearing from you!
Blacksheep Vietnam Co., Ltd.