

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
Id	193-15-13503
Name	A.Z.M Amanullah Aman

Company 1: Google

Website: www.google.com

Job Site: <https://careers.google.com/jobs/results/>

Glassdoor: <https://www.glassdoor.com/Reviews/Google-Reviews-E9079.htm>

Company Description:

Google LLC (/ˈɡuːɡəl/ (listen)) is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, artificial intelligence,[9] and consumer electronics. It has been referred to as "the most powerful company in the world"[10] and one of the world's most valuable brands due to its market dominance, data collection, and technological advantages in the area of artificial intelligence.[11][12][13] Its parent company Alphabet is considered one of the Big Five American information technology companies, alongside Amazon, Apple, Meta, and Microsoft.

One sentence to describe: Google is the best place to work as a software engineer.

Interview Process:

Step 1: Resume screen

The first step of Google's interview process is the resume screen. Here, after you've submitted your application through [Google's jobs portal](#), or been contacted directly via email or LinkedIn, recruiters will evaluate your resume to see if your experience aligns with the open position.

Step 2: Recruiter call

After your resume has been approved, a recruiter will get in contact with you to schedule a call. This generally lasts 20-30 minutes.

During the call, the recruiter will have a non-technical chat with you about your background and why you are interested in the job. You should have answers prepared for questions like, “Tell me about yourself,” “[Why Google?](#)”, and “Walk me through your resume.”

The recruiter will also discuss with you how the overall interview process will work. If you have any specific questions (e.g. timeline, location, clarification about the job description), now is the time to ask.

The recruiter will be your point person for the rest of the interviews, and the best suited to answer your questions about the process. So it’s important to keep lines of communication with them open.

If all goes well, the recruiter will get back in touch with you to schedule your first interviews: the phone screens.

Step 3: Phone screen(s)

Depending on the role, you will either have one or two phone screens with your hiring manager, or a future peer of the team you’re applying to join.

These will typically last between 45 and 60 minutes each, over Google Meet. In the majority of cases, this will be a video call, but in some cases the interviewer may choose to keep their camera turned off.

We’ve researched the interview process and questions for six Google roles, so we’ll give you an idea of what to expect by role. If you’re looking for exact example questions to work with, we’ll get to that in [Step 4](#).

Step 4: Onsite interviews

The longest and most daunting step of the Google interview process is the onsite interview loop. This may take place in Google’s physical offices, or via video call.

Here, you will face up to six back-to-back interview rounds that last around 45 minutes each. If you are physically onsite, one of these will take the form of an informal lunch interview with a future peer of the team you're applying to join.

As we mentioned before, we have created in-depth guides to the interviews for top Google roles. Below, we'll give you a breakdown of real interview questions asked at Google for each of these roles, according to data from Glassdoor.

Use these questions to prepare yourself for the onsite interview loop of the role you're applying for.

Step 5: Hiring committee

When the managers who took face to face round approves of the candidate, then that resume is taken forward to hiring committee which consists of experienced employees of a particular domain, senior managers, and directors. They check all the feedback from previous rounds, resume along with working experience. When this committee approves the candidate, it is taken forward to next level committee which is called as Compensation Committee.

Step 6: Team match

If you applied and interviewed for a role that is specific to a certain team at Google from the beginning, then you will likely skip the team matching step.

Otherwise, candidates go through a separate step in order to find out which team they'll be working for at Google. This may occur before or after the hiring committee makes its decision.

If team matching occurs after the hiring committee, the candidate's information is passed along to teams with open headcount, in order to find the best fit for the new hire.

If team matching occurs before the hiring committee, the information is added to the packet of interview materials that the hiring committee evaluates to make its decision.

In either case, you may have an interview scheduled to meet with members of a few different teams. Here, the recruiter will inform you of the interview and of whom you'll be meeting with. We recommend that you research the teams ahead

of the interview to get an idea of what questions to ask them, and of what you're most interested in.

As always, if you are unsure of any step in your specific interview process, check in with your recruiter.

Step 7: Salary negotiation

Finally, once you've passed each of the six steps above, you'll receive your offer package from Google.

At this point, all that is left for you to do is negotiate your offer. Your recruiter will get in touch with you about the details, likely scheduling one final call to clarify and discuss the terms. If they have not scheduled a call, you can ask for one.

Of course, salary discussions can be difficult and a bit uncomfortable, especially if you are not used to them. Below are some tips to help you navigate your salary negotiations. And you can also [get salary negotiation coaching from ex-FAANG recruiters](#) to help you maximize your compensation.

Relevant Links: <https://igotanooffer.com/blogs/tech/google-interview-process#:~:text=Here's%20what%20you%20need%20to,team%20matching%2C%20and%20salary%20negotiation.>

Your opinion: This is a dream company for any one and I wanted to do job in this company in the future.

Company 2: Meta

Website: <https://www.meta.com>

Job Site: <https://www.metacareers.com/>

Glassdoor: <https://www.glassdoor.com/Reviews/Meta-Reviews-E40772.htm>

Company Description:

Meta is an American multinational technology conglomerate based in [Menlo Park, California](#). The company owns [Facebook](#), [Instagram](#), and [WhatsApp](#), among other

products and services.^[18] Meta was once one of the [world's most valuable companies](#), but as of 2022 is not one of the top twenty biggest companies in the United States.^[19] It is considered one of the [Big Five](#) American [information technology](#) companies, alongside [Alphabet](#), [Amazon](#), [Apple](#), and [Microsoft](#). As of 2022, it is the least profitable of the five.^[19]

Meta's products and services include Facebook, [Messenger](#), [Facebook Watch](#), and [Meta Portal](#). It has also acquired [Oculus](#), [Giphy](#), [Mapillary](#), Kustomer, Presize^[20] and has a 9.99% stake in [Jio Platforms](#).^[21] In 2021, the company generated 97.5% of its revenue from the sale of [advertising](#).^[22]

In October 2021, the parent company of Facebook changed its name from Facebook, Inc., to Meta Platforms, Inc., to "reflect its focus on building the [metaverse](#)".^[23] According to Meta, the "metaverse" refers to the integrated environment that links all of the company's products and services.

Interview Process:

Step 1: Recruiter Phone Screens

The Facebook interview process starts off with a **phone call from a recruiter**. This is a brief pre-screening interview that typically lasts around 30 minutes.

Facebook's initial phone call goes over your resume and includes some [behavioral questions](#). The recruiter will ask about your background, professional experience, projects, accomplishments, and other qualifying qualities.

You should be prepared to have a brief but in-depth conversation about your work, experiences, and qualifications. And you need to do so in a way that appeals to Meta's hiring traits.

Meta's recruiter should tell you about the rest of the interview process during this phone call.

Step 2: Technical Phone Screens

The next step is a technical phone interview to analyze your coding skills. Meta typically has a software engineer interview their candidates. Some product management roles don't require a technical interview but technical skills are encouraged.

You can expect to spend around 5 to 15 minutes discussing your resume with the interviewer. After that, you will be asked to complete 1 or 2 coding questions within around 30 minutes. Questions are frequently on **data structures, algorithms, and time complexity**.

The coding questions are done through an online collaborative coding editor. You should let the interviewer know what you're thinking, how you're working through the problem, and what your thought process is.

You can expect to be **questioned or challenged during this**. The interviewer may even alter a data structures problem to make it more difficult.

The entire technical phone interview usually takes around **45 to 50 minutes**. The interviewer may give you a few minutes for questions at the end.

Step 3: Virtual On-Site Interviews

Meta's on-site interviewing includes four to five interviews split into separate rounds. There are three interview categories: Ninja (coding), Pirate (systems or product design), and Jedi (culture fit and behavioral).

Meta's onsite interview process has been virtualized. You can complete it remotely.

Step 4: Ninja - Coding Interviews

Applicants usually go through **two coding interviews**, sometimes more. The rounds are around 45 minutes each and done through an online collaborator app.

Meta's coding questions are incredibly diverse and you need to understand a broad range of topics. The questions revolve around **data structures and algorithms**.

These get progressively harder. If you don't do that well, they will ask you to do more. You can choose your preferred coding language.

Step 5: Pirate - System and Product Design

There are at least **two system and product design interview rounds**. These are also around 45 minutes each. These ask you high-level design questions, usually with no coding involved.

This interview format is vague and conversational. There's often a back and forth. Try to be comfortable and confident enough to have a proper dialogue with the interviewer. You can get used to this with [mock interview exercises](#).

If you're more experienced, the interviewer will give you more Pirate rounds.

Step 6: Jedi - Culture and Behavioral

There's usually only **one behavior and culture fit interview round**. Like the others, this interview lasts for around 45 minutes.

This round might feel low-pressure, but you still have to do well. Meta only hires candidates it believes will perform well in cross-functional teams.

This is the time to demonstrate appropriate behavior and similar values.

Step 7: Recruiter Debriefing

After you finish all the interview segments, the recruiter takes it from here and decides whether or not to pass your information up for consideration.

The recruiter first "debriefs" your interviewers to learn how you did. If you did well enough, they will compile a candidate packet with your resume, interview scores, referrals, and any feedback.

This packet then gets sent on to a candidate review meeting.

Step 8: Candidate Review Meetings

The candidate review meeting is the first stage of Facebook's hiring decision. These meetings are held by the team leaders and managers for the position you're applying to.

These senior leaders get together to review and evaluate the final applicants. Their core job is to decide which qualified candidate is the best fit.

Everyone who makes it this far is highly qualified. So sometimes, this decision comes down to who they think will work best with others.

This is more of a decision recommendation. The candidate review team picks the applicant they want to hire, then submits that person's information to a final hiring committee.

Step 9: Hiring Committee Review

A hiring committee made up of senior executives makes the final decision in the hiring process. This committee looks over the review team's recommended candidate and examines the candidate information packet.

This committee decides whether or not to extend a hiring offer. If it's a go, the committee will send the candidate's information packet to a Facebook VP who makes the final sign-off.

The committee and VP usually go along with recommendations made by the candidate review meetings.

Once all these steps have been checked off, the recruiter will then present you with an offer.

Step 10: Offer

The recruiter will always call to let you know the final decision. A hiring offer means you can jump into salary and benefit negotiations.

If you didn't receive an offer, the recruiter will include some brief feedback. Listen to what they say and use it to guide your interviewing studies.

Relevant Links: <https://about.meta.com/>

Your opinion: This is a dream company for any one and I wanted to do job in this company in the future.

Company 3: Github

Website: [GitHub: Let's build from here · GitHub](#)

Job Site: [GitHub Careers · GitHub](#)

Glassdoor: [208 Reviews: What Is It Like to Work At GitHub? | Glassdoor](#)

Company Description:

GitHub, a Microsoft subsidiary, is a provider of Internet hosting for software development and version control using the open-source Git platform. Founded in 2008 by a group of software developers and entrepreneurs, GitHub enables millions of developers and companies to build, ship, and maintain their software on the largest and most advanced development platform in the world. The company supports more than 83 million developers and four million organizations, including 90% of the Fortune 500 list. GitHub began as a bootstrapped business and in 2018 was acquired by Microsoft for \$7.5 billion. In 2022, the platform launched its Copilot AI tool, which assists developers inside their code editor with suggestions and recommendations. The utility is free for students learning to write code and is generally available to all developers.

Interview Process:

Step 1: Github Job Application Process

The first step for applying for any job at Github is to fill out the online job application form on the company's website or through an email that they provide. The application should include your resume and cover letter along with information about what skills and experience you have. You may also be asked to upload some samples of your work. After submitting the application, it usually takes 2–3 weeks before receiving a response. If there are no immediate openings, you might receive a follow up email asking if you would like to hear more about other opportunities at the company.

Step 2: Github Job Assessment Test

After receiving your application, Github conducts a technical assessment test. This is called “Code School”. During the Code School, you will get a chance to practice coding problems using their own IDE. They will give you feedback after each problem.

Step 3: Github Interview Process

Once you pass the technical assessment test, you will go through an interview process. Phone screening is done over the phone. Onsite interview is conducted by one or two members from the team. At the end of the interview, you will be given a final offer.

Relevant Links: 7 Tips to Improve Your GitHub Profile to Land a Job – HackerTrail

Your opinion: It's a great tech company I like to share space with talented engineers in near future.

Company 4: Brain Station-23

Website: <https://brainstation-23.com>

Job Site: Jobs | Website (bs-23.com)

Glassdoor: Brain Station-23 Reviews: What Is It Like to Work At Brain Station-23? | Glassdoor

Company Description:

Brain Station 23 is one of the country's most renowned software development firms. Between 2006 and 2020, the company not only expanded significantly but also changed into Bangladesh's premier Software Development & Information Technology Service Provider. We've climbed to the second spot in terms of global reach, and in the process, we've established a good reputation. Our CEO, Raisul Kabir, launched Brain Station 23 in 2006, shortly after graduating from BUET, with little funding but a lot of faith. The new company began by targeting abroad markets before entering the US market in 2010. Since then, the company has grown to over 400 software experts. As a result, Brain Station 23 has become a household name in Bangladesh and in the United States as well as in Europe and the Middle East.

Interview Process:

Step 1: MCQ Based Remote Online Test:

This remote online test lasted for an hour and the topics were limited to database, basic OOP concepts, data structure, output tracing, and analytical abilities.

Step 2: Written Test:

The written test had 30 questions of 100 marks to be answered in 1 hour and 30 minutes. The questions were in two different formats:

1. Written (carrying 55% marks): 2 problem-solving questions, 1 algorithmic question, 3 incomplete code snippets implementing data structures that needed to be completed by the candidate
2. MCQ (carrying 45% marks): covering OOP, database, data structure, output tracing, and analytical concepts

Step 3: Assessment Test:

The assessment test happened at the Brain Station 23 office where the selected few candidates were asked to spend the entire day. Initially, there were some fun activities arranged for the candidates and afterward, they were divided into groups. Each group was given a task and was mentored by a Software Engineer at Brain Station 23. The task involved designing a solution to a given problem with the help of E-R, UAT, Context Diagrams, or Flow Charts. Also, individual members in a group were given specific problems that they needed to solve and were interviewed by their respective mentors. At the end of the day, each of the groups had to present their solutions. During the process, the mentors monitored the candidates.

Step 4: Technical & HR round:

In this phase, candidates went through the technical interview first and then, the HR interview. Candidates would be asked questions from their resume, such as the projects they had completed in their university, research publications, previous job experiences, and so on. Then, they will be given a few problems to solve and was asked about their choices of approach, the time complexity of their solutions, and so on. After that considering your overall performance you'll get notified via phone call or mail about your job confirmation.

Relevant Links: Journey So far At Brain Station 23 | by Tanim-ul Haque Khan | Brain Station 23 | Medium

Your opinion: It's a one of the finest tech company in Bangladesh and I want to work in this company

Company 5: Cefalo Bangladesh Ltd

Website: www.cefalo.com/en/

Job Site: <https://clutch.co/profile/cefalo-bangladesh#summary>

Glassdoor: https://www.glassdoor.com/Salary/Cefalo-Bangladesh-Salaries-EI_IE562443.0,6_IL.7,17_IN27.htm

Company Description:

Cefalo is a Norway based software development and IT service provider company with its development center in Dhaka, Bangladesh and headquarters in Oslo, Norway. We have 200+ highly skilled software development consultants working with the latest web, mobile and cloud stacks along with micro-service architecture and CI/CD pipeline, exercising industry standard principles & best practices to build scalable, high performance & robust software solutions for some of the big players in Europe. We are also working with Manual and Automated Software Testing, AI, Machine Learning, Business Intelligence, Data Science and Industry 4.0 technologies.

Interview Process:

Step 1: Resume Screen

The first part of hiring process is resume screening. In this round, recruiters will screen resumes for technical requirements, education, experience etc. to make sure candidate are a potential fit.

Step 2: Phone Call

When a candidate is selected by Resume screen, then the recruiter will call the candidates to know about him/her and fix a date and time to arrange a google meet online.

Step 3: Online Assessment

They arrange a online assessment where have some basic questions like basic English, basic Mathematics and basic ms office. If the candidates get minimum 30% marks then the candidates are selected for online interview.

Step 4: Online Interview

They arrange a google meet online. Here, candidate tells about himself then recruiter start main interview, ask about programming skills, what programming language, framework, library he know. Then tests OOP, data structures, problem solving, database and git and github skills.

Step 5: Onsite Interview

If the candidate is short listed in online interview then they arrange a onsite interview. The same test as online is taken in offline too. Here the have to code live. A hands on interview is taken. They ask questions and take code note that is written by the candidates. They mainly show here OOP skills and basic problem solving skills. they ask about programming skills, what programming language, framework, library he know. Then tests OOP, data structures, problem solving, database and git and github skills.

Step 6: Salary Negotiation

If the candidate pass all the 5 steps then they offer a package based on experiences and skills.

Relevant Links: <https://www.cefalo.com/en/>

Your opinion: It's a one of the finest tech company in Bangladesh and I want to work in this company.