

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	F
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International Company

Company 1: Adobe

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

Job Site: <https://careers.adobe.com/us/en>

Glassdoor: <https://www.glassdoor.com/Reviews/Adobe-Reviews-E1090.htm>

Company Description:

As one of the top software providers in the world, tech giant Adobe serves millions of users across the globe. Since its start in 1982, the company has primarily been known for its multimedia and creativity software offerings. Its popular products include Photoshop, Acrobat Reader, and Creative Cloud.

As of 2022, Adobe has more than 26,000 employees worldwide, about 40% of whom work in San Jose, California, where the company maintains its headquarters. On top of that, Adobe has field offices in about 30 countries across the Americas, Asia, and Europe. It also has major development operations in India. A long-time publisher of traditional software packages, Adobe was instrumental in the creation of the desktop publishing industry. Since then, the company has found tremendous success by adapting to shifts in the market, leading the charge into the cloud and subscription-based business model. Propelled by these digital offerings, its revenue more than doubled between 2015 and 2019. More recently, Adobe achieved record quarterly revenue of \$4.39 billion in the second quarter of its fiscal year 2022.

Interview Process:

- Step 1: Submit an application
- Step 2: Introductory phone interview
- Step 3: Hiring Manager Interview
- Step 4: Assessment
- Step 5: Face-to-Face Interviews
- Step 6: Decision Stage
- Step 7: Offer & Pre-Employment Checks
- Step 8: New Hire Onboarding

Relevant Links: <https://www.adobe.com/careers/interviewing-at-adobe.html>

My Opinion: Adobe is a great organisation, great work culture, good management and job security. The salary is not really up-to mark as per the industry and competitors, considering the tax slabs in India. Otherwise this company is awesome! You will have ample time with your family and they provide great benefits.

Company 2: Microsoft

Website: www.microsoft.com

Job Site: <https://careers.microsoft.com/us/en>

Glassdoor: <https://www.glassdoor.com/Reviews/Microsoft-Reviews-E1651.htm>

Company Description:

As perhaps the world's most significant architect of information technology, multinational tech titan Microsoft continues to drive how we work, learn, play, and do business in the digital world. From its humble beginnings in 1975 to its current status as a household name, the company has shaped the software industry as we know it. It boasts more than 180,000 employees in its offices in dozens of countries around the world, and posted \$168 billion in revenue in 2021.

There has been no shortage of records broken and distinctions earned by Microsoft and its remarkable team over its five-decade history. Over the last several years, the company has passed numerous milestones, such as its \$1 trillion market cap in 2019 and \$600 billion global brand value. Some of the most recent achievements by the Redmond-based innovator are its acquisitions of game company Activision Blizzard and speech recognition software maker Nuance Communications. Microsoft also continues to support digital education with its ongoing work to bring cutting-edge tech like Windows 11 SE to K–8 schools across the world.

Interview Process:

Step 1: Recruiter Screening Call

Step 2: Technical Phone Interview

Step 3: Virtual On-Site Interview Loops

Step 4: Final On-Site Interview or As-AP

Step 5: HR Interview (Maybe)

Step 6: Offer or No Offer

Relevant Links: <https://blog.tryexponent.com/microsoft-interview-process/>

My Opinion: Excellent company and good learning opportunities. Work is challenging, new opportunities, create own career path, Salary might be a bit less than equivalents.

Company 3: Nutanix

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

Job Site: <https://nutanix.eightfold.ai/careers>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Nutanix-EI_IE429159.11,18.htm

Company Description:

Nutanix unifies public cloud simplicity and agility with private cloud performance and security. Whether on-premises or hybrid, you'll ensure business continuity through centralized management, one-click operations, and AI-driven automation. It's your choice.

Nutanix software has been designed to integrate with hardware platform configurations produced or certified by Nutanix and OEM partners. Platforms include factory-installed turnkey appliances and industry standard x86 server models that Nutanix software can be installed onto.

Nutanix is one of the world's great cloud computing companies, and is recognized as one of the best in the field when it comes to cloud services and software-defined storage. Founded 13 years ago by Dheeraj Pandey, Mohit Aron, and Ajeet Singh, Nutanix has empowered clients to optimize the efficiency of their systems. It has met with striking success in this mission, pivoting last year from hardware to subscription software and earning \$1.4 billion in revenue in the process.

Interview Process:

Step 1: Coding Round

Step 2: Debugging Round

Step 3: Technical Interview

Step 4: HR Interview

Relevant Links: <https://www.interviewbit.com/nutanix-interview-questions/>

My Opinion: Nutanix supports multiple hardware configurations, multiple virtualization hypervisors and multiple clouds. For example, Nutanix HCI software supports the most popular hypervisors in the industry – VMware ESXi, Microsoft Hyper-V®, and the Nutanix (license-free) AHV hypervisor.

Nutanix is a global leader in cloud software and a pioneer in hyperconverged infrastructure solutions, making computing invisible anywhere. Organizations use Nutanix to leverage a single platform to manage any application for their private, hybrid and multi-cloud environments.

Bangladeshi company

Company 1: BJIT

Website: <https://bjitgroup.com/>

Job Site: <https://bjitgroup.com/career>

Glassdoor: https://www.glassdoor.com/Reviews/BJIT-Dhaka-Reviews-EI_IE623352.0,4_IL.5,10_IM1237.htm?filter.iso3Language=eng

Company Description:

BJIT group was established in 2001. Japan office (Our company) was established in 2004, and we have developed software for more than 100 makers, mainly for the listed companies. BJIT group deployed our branch offices in Finland, in Singapore, in Silicone Valley, and we have successfully completed more than 300 projects for global enterprises over the world.

It is one of the best multinational custom software development company in Bangladesh operating in six different countries, which are Japan, USA, Singapore, Finland, Sweden and Bangladesh.

BJIT is a global leader in offshore software development and IT outsourcing services. With a team of 750+ engineers and developers it is one of the biggest IT outsourcing companies in the world. The company has already completed more than 1500 projects working with global leaders from the Fortune 100 list.

Interview Process:

Step 1: Written test

Step 2: Technical interview

Step 3: interview with company's higher authority

Relevant Links: <https://www.glassdoor.com/Interview/BJIT-Interview-Questions-E623352.htm#:~:text=Total%20%20steps.,interview%20with%20company's%20higher%20authority.>

My Opinion: I saw 104 anonymous Glassdoor reviews giving BJIT 3.9 out of 5 stars. For comparison, BJIT employees worldwide gave a rating of 3.8 out of 5. If I work in this company, I will get a very good job in Dhaka. And through this job, my career went up a lot I will go and I will have a lot of experience.

Company 2: Brain Station 23 Ltd

Website: <https://erp.bs-23.com/jobs>

Job Site: <https://erp.bs-23.com/jobs>

Glassdoor: <https://www.glassdoor.com/Reviews/Brain-Station-23-Reviews-E580909.htm>

Company Description:

Brain Station 23 Limited is a homegrown software development company providing state-of-the-art software & IT solutions for fintech, telco, eCommerce, pharma, manufacturing, retail, etc.

There mission is "To create success & happiness for our customers & employees with our passion for technology while creating high growth opportunity of fulfilling employment thus serving humanity."

Currently, they are providing Software & IT solutions to over 25+ countries with active partners in- Germany, USA, Norway, Netherlands, Canada, Australia, Japan, South Africa.

They offer the widest range of technology stack with the most advanced technology solutions.

Our service offers cover areas of custom web & mobile application developments, ERP solutions, LMS, eCommerce solutions, fintech solutions, pharma solutions, telco solutions, enterprise solutions (AEM, Sitecore), cloud solutions, AI/ML, BI, AR VR.

Since 2012 Brain Station 23 is enabling local banks to go digital & have worked with City Bank, AB Bank, UCBL, Modhumoti Bank, SouthEast Bank, HSBC, Metlife, etc. in the fintech aspect.

Interview Process:

Step 1: MCQ-type questions.

Step 2: Remote coding contest

Step 3: Presentation

Step 4: Drug Test

Step 5: IQ Intelligence Test:

Step 6: Group Panel Interview

Step 7: Personality Test

Step 8: One on One Interview

Step 9: Skills Test

Step 10: Background Check

Relevant Links: <https://www.glassdoor.com/Interview/Brain-Station-23-Interview-Questions-E580909.htm>

My Opinion: I think it is very good for Software Engineers to work in this company. Employees rated Brain Station-23 3.9 out of 5 for work-life balance, 4.3 for culture and values, and 4.4 for career opportunities. Here I can work quietly at my own convenience. I can take advantage of Yama's gap in my work. And I think they will evaluate my work properly. That's why I want to work in this company.