

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	F
Id	201-15-14284
Name	Gazi Sumsuzzaman

## Company 1: Jobot

**Website:** <https://jobot.com/>

**Job Site:**

[https://www.ziprecruiter.com/c/Jobot/Job/Senior-Software-Engineer-\(Ruby-Rails\)-\(Remote\)/-in-Chicago,IL?jid=dfc62bda163764ed&lvk=s9pXDqHuLXCB1sl6ZULheg.--MkQcObsfw](https://www.ziprecruiter.com/c/Jobot/Job/Senior-Software-Engineer-(Ruby-Rails)-(Remote)/-in-Chicago,IL?jid=dfc62bda163764ed&lvk=s9pXDqHuLXCB1sl6ZULheg.--MkQcObsfw)

**Glassdoor:**

[https://www.glassdoor.com/Overview/Working-at-Jobot-EI\\_IE2450445.11,16.htm](https://www.glassdoor.com/Overview/Working-at-Jobot-EI_IE2450445.11,16.htm)

**Company Description:** At Jobot, we are disrupting the recruiting and staffing space by:

Using the latest AI technology to match jobs to job seekers. Hiring experienced recruiters who believe in providing the best possible service to their clients and candidates. Imagine a world where we actually care about clients and candidates. Their success is our success. Leveraging JAX™, our proprietary recruiting platform to expedite and enrich the hiring process. Providing career counseling to take your job search to the next level. Building a culture of kindness and results.

### Interview Process:

Step 1: First of all they check all the resumes .

Step 2: Then they shortlisted their resume according to their requirements.

Step 3: After shortlisting they call the candidate for onsite interviews.

Step 4: The interview committee asks a candidate about various aspects of himself/herself.

Step 5: Testing your coding skills.

Step 6: They mainly focus on your past project experience.

Step 7: Finally they ensure the candidate will join their company & offer a job letter to join .

**Relevant Links:** <https://jobot.com/details/sr-manager-marketing-analytics/867802689>

**Your opinion:** They may help you by implementing cutting-edge technical solutions to improve your business and boost your revenue. Instead of unnecessary services or deployments that increase your expenditures, they simply offer the solution that is suitable for your company. In

fact, "move fast" and "be daring" were among the company's early catchphrases, which gives you an insight of its culture. Facebook, by definition, has a creative, competitive culture that strives to create incredible things.

## Company 2: Amazon

**Website:** <https://www.amazon.com/> Job Site: <https://www.amazon.jobs/search-jobcategory>

**Glassdoor:** <https://www.glassdoor.com/Reviews/Amazon-Reviews-E6036.htm> Company

**Description:** Amazon (Amazon.com) is the world's largest online retailer and a prominent cloud service provider. Originally started as an online bookselling company, Amazon has morphed into an internet-based business enterprise that is largely focused on providing e-commerce, cloud computing, digital streaming and artificial intelligence (AI) services. Following an Amazon-to-buyer sales approach, the company offers a monumental product range and inventory, enabling consumers to buy just about anything, including clothing, beauty supplies, gourmet food, jewelry, books, movies, electronics, pet supplies, furniture, toys, garden supplies and household goods. Headquartered in Seattle, Amazon has individual websites, software development centers, customer service centers, data centers and fulfillment centers around the world.

### **Interview Process:**

Step 1: First Apply for a job at Amazon, or send your resume to your recruiter.

Step 2: Be patient while we review your resume.

Step 3: Have a conversation with a Amazon recruiter.

Step 4: Have a phone or video interview with a hiring manager or team member.

Step 5: Continue interviewing with potential teammates, managers, and other people you may work With.

Step 6: Be patient as we consider your interview performance, skills, and experience

Step 7: Finally get feedback from your recruiter and review your job offer.

**Relevant Links:** <https://www.amazon.jobs/interviewing-at-amazon>

## Company 3: Microsoft

**Website:** <https://www.microsoft.com/>

**Job Site:** <https://careers.microsoft.com/>

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

**Company Description:** Microsoft Corporation is an American multinational technology corporation producing computer software, consumer electronics, personal computers, and related services headquartered at the Microsoft Redmond campus located in Redmond, Washington, United States. Its best-known software products are the Windows line of operating systems, the Microsoft Office suite, and the Internet Explorer and Edge web browsers. Its flagship hardware products are the Xbox video game consoles and the Microsoft Surface lineup of touchscreen personal computers. Microsoft ranked No. 21 in the 2020 Fortune 500 rankings

of the largest United States corporations by total revenue; it was the world's largest software maker by revenue as of 2019. It is one of the Big Five American information technology companies, alongside Alphabet, Amazon, Apple, and Meta. Microsoft has been criticized for its monopolistic practices and the company's software has been criticized for problems with ease of use, robustness, and security.

**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-As. ...  
Step 5: HR Interview (Maybe) ...  
Step 6: Offer or No Offer

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

**Your opinion:** This is a dream company

## Company 4: [Mailbird](https://mailbird.snaphunt.com/)

**Website:** <https://mailbird.snaphunt.com/>

**Job Site:** <https://mailbird.snaphunt.com/job/XFAA0W1QUH-BD-16?source=linkedin>

**Glassdoor:**

[https://www.glassdoor.com/Overview/Working-at-Mailbird-EI\\_IE1012200.11,19.htm](https://www.glassdoor.com/Overview/Working-at-Mailbird-EI_IE1012200.11,19.htm)

### Company Description:

Mailbird provides a clean, simple, lightning-fast email experience for Windows 7, 8.1, 10, and 11. With Mailbird, you're able to: Unify your email experience. Do this by connecting your personal, professional, and educational institution accounts from Gmail, Yahoo, Outlook.com, iCloud, and any other IMAP/POP3 email provider in one place. Increase your productivity. Integrate your most valuable apps, including LinkedIn, Asana, Trello, GSuite, WhatsApp, and many more. Remain "in the know." See who is reading your emails and how they are engaging with them with our email tracking function. Worry less. Change your mind after you click send? Don't panic. You can cancel sending an email in Mailbird. Simplify your workflow. Use our keyboard shortcuts, filters, quick action bars, and more to cut through the noise of your inbox. In addition, you'll love our attachment search feature, which allows you to access your attachments in your unified inbox easily. Feel understood. By employing a Customer Happiness Team, we can prioritize understanding our customers' needs and helping them achieve results. Fast. Please note: Mailbird for Mac is on its way!

### Interview Process:

Step 1: Online Application  
Step 2: Assessments  
Step 3: Phone Interview  
Step 4: Interview

**Relevant Links:** <https://www.getmailbird.com/email-builds-professional-network/>

**Your opinion:** They can assist you in enhancing your company and increasing your revenue by applying cutting-edge technological solutions. They only offer the solution that is best for your business, not extraneous services or deployments that raise your costs. Additionally, their highly skilled engineers, programmers, web designers, and IT professionals will help you through every step of the planning, designing, creating, and implementation processes to help you reach your goal.

## Company 5: INSBYTECH

**Website:** <https://www.insbytech.com/>

**Job Site:** <https://insbytech.snaphunt.com/job/SZHK88TT5E-BD-16?source=linkedin>

### **Company Description:**

INSBYTECH is a professional Software Development, Digital Learning, Software Testing, Consulting and Staffing Company specialized in Agile Development for Web & Mobile applications, Product design & development, E-Learning Solutions, IT Cloud Infra Management and Digital Transformation.

We provide our services all across the world for both SMEs and big companies. We empower our clients with the best technology solutions, quality in services and deep domain expertise to get maximum business benefits. We ensure total customer satisfaction.

### **Interview Process:**

Step 1: The typical interview process for software engineers at Insbytech consists of 4 main rounds.

Step 2: Initial phone screen with HR.

Step 3: Online coding test with two questions.

Step 4: Two technical phone interviews with engineers.

Step 5: One side interview with five technical rounds and a lunch interview.

Step 6: If they are satisfied with the candidate's answer then they discuss salary.

Step 7: Finally they ensure the candidate will join their company & offer a job letter to join .

### **Relevant Links:**

<https://www.linkedin.com/jobs/view/java-developer-at-insbytech-pvt-ltd-3384590004/?originalSource=bdomain=bd>

### **Your opinion:**

They can assist you in enhancing your company and increasing your revenue by applying cutting-edge technological solutions. They only offer the solution that is best for your business, not extraneous services or deployments that raise your costs. Additionally, their highly skilled engineers, programmers, web designers, and IT professionals will help you through every step of the planning, designing, creating, and implementation processes to help you reach your goal.