Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	F
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<u>International Companies</u>

Company 1: NUTANIX

Web Site: www.nutanix.com

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

Google Site: https://sites.google.com/udacity.com/nutanix-hybrid-cloud/home

Company Description:

Nutanix, Inc. is an American cloud computing company that sells software, cloud services (such as desktops as a service, disaster recovery as a service, and cloud monitoring), and software-defined storage.[Nutanix, Inc. designs and develops enterprise cloud platforms. The Company provides enterprise cloud platform solutions that converge traditional silos of server, virtualization, and storage into one integrated solution. Nutanix serves customers worldwide.

Interview Process:

Round 1-Coding Round: The first round was a hacker rank-hosted online coding competition. In about an hour or two, you have to answer two to three questions.

Round 2-Debugging Round: There are logical problems in the questions that are to be fixed. Each question includes a description of what it is intended to accomplish. You must read the description and correct any logical flaws based on what you have learned. Some of the sample problem statements are given below:

- The code is related to the Reader-Writer problem, which is a common Operating System issue. You must locate logical flaws in the provided code.
- The code is written in Java and implements synchronisation when reading from many files and writing to a single file utilising multiple threads. Logical errors were to be pointed out.
- A code is provided that includes functions for inserting a node at the start of a circular linked list and splitting a circular linked list into two circular linked lists of half the length. Point out the logical errors in the code.

Round 3-Technical Interview: A panel of senior members oversees the technical round. This phase also includes a face-to-face interview. This round may include all technical questions or a mix of technical and managerial topics. The majority of the questions are tailored to the particular profile for which you are being interviewed. Any new technologies or software required for that position should be familiar to you. The accomplishments shown on your CV may be questioned, and you may be required to defend them. You may be questioned about your previous job experiences, goals, projects and motives for joining Nutanix, among other things. In this round, the panel will evaluate your fit with the company's culture, attitude, soft skills, intended career advancement, and other aspects.

Round 4-HR Interview: An HR interview is conducted to assess your personality, strengths, limitations, and ability to handle the role, as well as to check your background and determine if you're the proper fit for this position. Candidates in HR interviews are also likely to be asked questions about the company's vision, culture, organisational structure, year of formation and others.

Don't strive to be someone you're not. This is the first and most important thing that must be addressed. Be yourself in front of the HR manager, and don't bluff. If you're talking about anything, be

honest about it, and try to avoid delivering useless answers. Make an effort to interact with the HR manager and don't come across as boring. Always keep a positively.

COMPANY 2: MathWorks

Web Site: https://www.mathworks.com/
Job Site: https://www.mathworks.com/company/jobs/opportunities.html
Google Site: https://sites.google.com/site/mathworksorg/

Company Description:

MathWorks produces mathematical computing software for engineers, scientists, mathematicians, and researchers. MATLAB, the language of technical computing, is a programming environment for algorithm development, data analysis, visualization, and numeric computation. Simulink is a graphical environment for simulation and Model-Based Design of multidomain dynamic and embedded systems. The company produces nearly 100 additional products for specialized tasks such as data analysis and image processing.

Interview Process:

Step 1: Resume screen

The first step of MathWorks interview process is the resume screen. Here, after you've submitted your application through 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 MathWorks", 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.

Step 3: 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.

Step 4: 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.

COMPANY 3: Microsoft

Web Site: https://www.adobe.com/
Job Site: https://www.adobe.com/careers.html
Google Site: https://sites.google.com/a/gapps.uwcsea.edu.sg/dover-primary-ict/resources/adobe-spark

Company Description:

Adobe Inc. operates as a diversified software company worldwide. It operates through three segments: Digital Media, Digital Experience, and Publishing and Advertising. The Digital Media segment offers products, services, and solutions that enable individuals, teams, and enterprises to create, publish, and

promote content; and Document Cloud, a unified cloud-based document services platform. Its flagship product is Creative Cloud, a subscription service that allows members to access its creative products. This segment serves content creators, workers, marketers, educators, enthusiasts, communicators, and consumers. The Digital Experience segment provides an integrated platform and set of applications and services that enable brands and businesses to create, manage, execute, measure, monetize, and optimize customer experiences from analytics to commerce. This segment serves marketers, advertisers, agencies, publishers, merchandisers, merchants, web analysts, data scientists, developers, and executives across the C-suite. The Publishing and Advertising segment offers products and services, such as e-learning solutions, technical document publishing, web conferencing, document and forms platform, web application development, and high-end printing, as well as Advertising Cloud offerings. The company offers its products and services directly to enterprise customers through its sales force and local field offices, as well as to end users through app stores and through its website at adobe.com. It also distributes products and services through a network of distributors, value-added resellers, systems integrators, software vendors and developers, retailers, and original equipment manufacturers. The company was formerly known as Adobe Systems Incorporated and changed its name to Adobe Inc. in October 2018. Adobe Inc. was founded in 1982 and is headquartered in San Jose, California.

Interview Process:
Submit an application

You've come this far, so don't be shy. Submit your application. We're keen to get to know you, your career aspirations, and the impact you're hoping to make at Adobe. We will contact you if your skills and

experience are a match for what we're looking for. If there isn't a match on your first application, try again. We have hundreds of roles available.

Introductory phone interview

If your experiences are a match for what we're looking for, someone from our Talent team will set up time to learn more about you and answer any questions you may have about the role, the team, or Adobe in general. This is also an opportunity to ask the recruiter what to expect for the remainder of the hiring process. Depending on the outcome of the meeting, the recruiter may schedule a conversation with the Hiring Manager. If not, don't be discouraged, apply for another role. We have hundreds of positions available.

Hiring Manager Interview

If you're scheduled for a meeting with the Hiring Manager, expect to have a conversation about the scope of the job you applied for. The Hiring Manager will also be assessing your skills and level of interest. If you have questions about the role or the team, now's the best time to get them answered. Take the opportunity to assess if this is the right role and team for you. Following the interview, expect to receive a follow up email or call from the recruiter.

Assessment

Depending on the role you're interviewing for, you may receive a 'take-home' assessment, like a role play, coding, or content/writing assignment. These assignments give you a better idea of the day-to-day work involved.

Face-to-Face Interviews

Now is the time for you to learn even more about Adobe, especially the broader team you'll be working with regularly. These interviews will also give us a deeper understanding of your professional experience and talents.
Decision Stage:

Now that we've gotten to know each other, the hiring team will debrief and make a final decision. If you're selected for the role, the recruiter will reach out with a verbal offer. If you've not been selected for the role, our recruiter will contact you to provide thoughtful feedback so you're prepared for your next interview.

Offer & Pre-Employment Checks

At this stage, an offer letter and new hire documents will be sent to you for signature. Adobe will require proof of your right to work, and contact details of your references. You will then need to complete a background check as well as a conflict-of-interest survey. Depending on your region and local laws, you may complete pre-employment checks prior to receiving your offer.

Bangladeshi Companies

COMPANY 1: BJIT Group
Web Site: https://bjitgroup.com/
Job Site: https://bjitgroup.com/career
Google Site: No google site
Linkdien: https://www.linkedin.com/company/bjit/

Company Description:
BJIT is an award-winning global IT company offering high-end IT solutions, including outsourcing, remote development, and 360-degree project management. BJIT has 750+ skilled engineers and operating in 7 global offices located in Japan, Finland, Singapore, The U.S.A, Sweden, Bangladesh and The Netherlands.

Interview Process:

There are 4 phase... 1st of all they shortlist the candidates 2nd they take a written exam on their campus If you are selected then you are called by hr for 3rd you will seat with hr team for viva and last one is negotiation.

COMPANY 2: TigerIT Bangladesh Ltd.
Web Site: https://www.tigerit.com/
Job Site: https://www.tigerit.com/
Google Site: No Google Site
Linkdien: https://www.linkedin.com/company/tigerit-bangladesh-limited/?originalSubdomain=bd

Company Description:
TigerIT Bangladesh develops & designs biometrics identity & credential management systems for government agencies, & corporate enterprises.

Interview Process:

Part - 1: Computer Science and Programming Basics

The interviewers asked Saif questions about operating systems basics such as threads and multiprocess, and python specific

programming concepts such as list comprehension, generator, and decorator. Also, they asked an initial question followed by multiple scenario-specific supplementary questions.

Part - 2: Problem Solving Test

The interviewers shared a Google Doc with Saif that contained six programming problems related to data structures and algorithms (graph theory and greedy techniques, in particular). They gave Saif the option to solve the problems in any programming language he preferred. Saif chose Python to solve the problems. While coding the solution, Saif turned on screen sharing, and the interviewers assessed his solution approach. They asked multiple supplementary questions about the solution strategy and asked Saif for certain modifications in his solution that Saif had to implement immediately.

Part - 3: Machine Learning Theory and Applications

The interviewers asked Saif questions on:

- core linear algebra concepts such as singular value decomposition, linear transformations, and geometric perspective of eigenvalues
- machine learning theory related questions such as the information-theoretic concept of cross-entropy loss, expected values, and conditional probabilities
- application-related questions such as PyTorch concepts and optimizers