

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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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 is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, artificial intelligence, and consumer electronics. It has been referred to as "the most powerful company in the world 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. 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 recruiter screens every resume for technical requirements, education and experience to make sure there is a potential fit.

Step 2: Telephonic Interview

The phonic interview is mostly conducted on Hangout and in exceptional cases, it could be on phone as well. The number of interviewers could vary in this case depending on the job profile. If it is a technical job where you have to write codes and share, then it would take place in Hangout, whereas for other profiles they just take on a voice call.

This interview could go up to 30-60 minutes long where interviewer ask all questions related to the job, your experience, and other interest areas.

Step 4: Onsite interviews

Firstly you reach the Google office where you are welcomed by 4-6 people team of recruiters who give an introduction to the company and roles & responsibilities of the job profile.

Google always like to welcome people to explore their environment so the recruiting team would show you the office to make you more comfortable before the interview so that you can give your best without any nervousness.

The interview could be taken by a single person or more people which always varies.

The face to face round also goes up to 30-60 minutes.

If you are appearing for a technical job, the number of rounds can increase to check technical knowledge as well as attitude presentation.

Step 5: Interview feedback

After the interview is done, they would ask you to fill the feedback form of an interview and their overall experience.

Even interviewers fill the form to mention your positive and negative points as well as you fit in the given job or not.

This feedback is taken to next level managers who view them to take the decision.

It is not single person decision as different level people are involved in it to make the fair decision.

This process takes time as very senior people of the different department are involved in it.

If the candidate clears this round then he/she is taken to next round i.e. hiring committee.

Step 6: 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 7: Compensation Committee

This committee views the applicant resume along with the feedback to provide the best-suited compensation depending on the capability and experience of the candidate.

All the points are mentioned in the form which carries all details from round one to be forwarded to Final Executive Review.

Step 8: Final executive review

Even for hiring a single candidate, one of the high-level Executive looks at the feedback form from previous interview rounds to make the final decision.

If the executive approves of the candidate, then the applicant is informed of his/her selection.

Step 9: For high level job profile

If the job position is high-level profile, then after all these rounds the decision is forwarded to the CEO of the company i.e. Sundar Pichai or either to the co-founder Larry Page. A face-to-face interview is conducted with the CEO as the company wants the best people who could help in company growth.

Relevant Links: [How to Get a Job at Google: 15 Tips - Guttulus](#)

Your opinion: Everyone wants to get a job in google and this is also my dream job.

Company 2: 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 3: ZOHO

Website: [Zoho - Cloud Software Suite and SaaS Applications](#)

Job Site: [Zoho Corporation | Careers](#)

Glassdoor: [2,909 Reviews: What Is It Like to Work At Zoho? | Glassdoor](#)

Company Description:

Indian multinational technology company Zoho is best known for Zoho Office Suite. The privately-held company was founded in 1996 by Sridhar Vembu and Tony Thomas, who launched it under the name "AdventNet" from a small apartment in the suburbs of India. Today, the billion-dollar company has nearly 13,000 employees and seven locations, including its global headquarters in Chennai, India and corporate headquarters outside of Austin in Del Valle, Texas.

In addition to its highly regarded online office suite, Zoho has touched almost every corner of software development and web-based business implements, making it one of the world's most prolific software companies. This includes web-based business tools and information technology, such as an Internet of Things (IoT) management platform and a suite of IT management software. During the 2021 fiscal year, the global tech company's revenue exceeded \$728 million, which resulted in a profit of more than \$255 million.

Interview Process:

Step 1: Written Round:

There are many patterns for first round such as (Aptitude + C), (Flowchart + C), etc. To clear this round, you should be good at dry run. Problems generally concentrate on complex loops and nested loops and control flows. Good knowledge in loops and recursions is enough to clear this round. You should also be familiar with basics of pointers as well.

Step 2: Programming round:

The students who clear the written round are called for Programming Round. You will be provided laptop and turbo C compiler. Sometimes, they don't allow Java and C++ for second round. You can expect 6-8 programming problems in this round. To clear this round, you should be strong in data structure and algorithms. You can expect questions from Arrays and String manipulation.

Step 3: Advance programming round:

In this round you expect, advance algorithm problems or a system design problem with database, authentication method and some basic things like logout, send and login modules.

Example: Railway reservation system, mail server.

Step 4: Technical HR round:

The number of technical HR round may vary depending on your performance in the previous HR rounds. You can expect question form JAVA, Data structure, approach for given scenario, database and logical apps.

After that considering your overall performance you'll get notify via phone call or mail about your job confirmation.

Relevant Links: [How to Get a Job in Zoho As a Fresher? | Infycle Technologies](#)

Your opinion: It's a multinational tech company which is not far from Bangladesh. Who wants to work in multinational company but don't want to go far from own country than this company will perfect fit for them.

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 be 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 one of the finest tech companies in Bangladesh and I want to work in this company.

Company 5: Therap Bd Ltd.

Website: [Therap \(BD\) Ltd. is a US based Software Company registered in Bangladesh - Therap BD Career](#)

Job Site: [Jobs at Therap \(therapservices.net\)](#)

Glassdoor: [Therap BD Reviews | Glassdoor](#)

Company Description:

Therap (BD) Ltd. is a US-based Software Company registered in Bangladesh, operating since 2004. We have our office in Dhaka, Bangladesh, and affiliate offices in the USA and Canada. Therap provides Software as a Service (SaaS) to government and private organizations globally that serve people with intellectual and developmental disabilities. We are a global team of professionals who actively collaborate to develop solutions for individuals and service providers in order to make a difference in their lives.

Interview Process:

Step 1: Interview Screening process

In this phase, candidates will provide a Google form with questions such as: whether they would be able to attend the online interview, skill level, the database they are familiar with, and so on.

Step 2: Online Technical Interview - I:

This interview was conducted in two parts.

1. **Theory-based questions** - The interviewers ask candidates a few basic database questions such as database constraints, normalization, denormalization, the difference between primary key and unique key, whether a unique key could be a foreign key, and so on. The interviewers also ask candidates some intermediate database questions such as transaction, ACID properties, isolation, indexing and types, SQL injection, and so on.
2. **SQL based questions** - The interviewers will give candidates two SQL problems to solve on the Oracle HR schema. These problems were based on the JOIN clause.

Step 3: Online Technical Interview - II:

This phase is similar to what had been covered in the previous interview.

1. **Theory-based questions** – Initially here, the interviewers ask candidates a bit advanced questions such as architecture and the recovery process.
2. **SQL based questions** - The interviewers gave candidates some SQL problems to solve on the Oracle HR schema. These problems were based on the JOIN clause and some basic single-row functions.

Step 4: Online Technical Interview - III:

This session was conducted by the Team Lead of the Database team at Therap. The interviewer will ask candidates about their database projects and to explain about one of them. Afterward, they will ask to perform some basic DML statements on his schema. And then, they will ask some basic questions on databases.

Step 5: Online HR Interview:

In this phase, candidates will be asked questions about their background, family, interests, future goals, and what they knew about Therap.

Relevant Links: [Therap BD Interview Questions | Glassdoor](#)

Your opinion: This is my second favorite tech company where I want to work with.