

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6 - CSE336
Section	55-G
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INTERNATIONAL COMPANIES

Company 1: Databricks

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

Job Site: <https://www.databricks.com/company/careers>

Glassdoor: <https://www.glassdoor.com/Reviews/Databricks-Reviews-E954734.htm>

Company Description:

With origins in academia and the open source community, Databricks was founded in 2013 by the original creators of Apache Spark™, Delta Lake and MLflow. As the world's first and only lakehouse platform in the cloud, Databricks combines the best of data warehouses and data lakes to offer an open and unified platform for data and AI.

One sentence to describe: One of the hottest data and AI company that has been a pioneer of the lakehouse paradigm.

Interview Process:

Step 1. Initial Recruiter Phone Call

- Introduction
- Checking Motivation and Setting compensation expectation

Step 2. Hiring manager Video Call

- General Discussion about work experience

Step 3. Take Home Test

- Data Engineer / Data Science Track
- Use Databricks clusters to manipulate data using Spark & SQL (Data Engineer Track)

Step 4. Technical Video Call with Solutions Architect

- Questions on Spark, distributed data processing etc
- SQL questions and other general concepts

Step 5. Panel Presentation

- 1 hour presentation to a panel of 6-7 senior employees

Relevant Links:

[Databricks Interview Questions](#)

Company 2: Dynatrace

Website: [Dynatrace](https://dynatrace.com)

Job Site: <https://careers.dynatrace.com/>

Glassdoor: <https://www.glassdoor.com/Reviews/Dynatrace-Reviews-E309684.htm>

Company Description:

In a world that runs on software, Dynatrace ensures that software works perfectly. We foster a work environment built on innovation, agility, and collaboration. Ours is a culture that takes pride in enabling individuals to pursue big ideas, while recognizing the power of maintaining a healthy work-life balance.

One sentence to describe: A company with knowledgeable employees and good culture.

Interview Process:

Step 1: Resume screen

Step 2: Online exam

- Mathematical and data science questions

Step 3: HR interview

- regarding personal questions, expectations and explanation of the company and the possible future contract

Step 4: Team specific interviews

- evaluate technical background

Relevant Links:

<https://www.glassdoor.com/Interview/Dynatrace-Interview-Questions-E309684.htm>

Company 3: Relativity

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

Job Site: <https://www.relativity.com/company/careers/>

Glassdoor: <https://www.glassdoor.com/Reviews/Relativity-Reviews-E1771815.htm>

Company Description:

At Relativity, we make software to help users organize data, discover the truth, and act on it. Our SaaS product, RelativityOne, manages large volumes of data and quickly identifies key issues during litigation and internal investigations. We have more than 300,000 users in approximately 40 countries serving thousands of organizations globally primarily in legal, financial services and government sectors, including the U.S. Department of Justice and 198 of the Am Law 200.

One sentence to describe: A diverse mid-sized company.

Interview Process:

Step 1: Recruiter call

- Salary negotiations
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Step 2: 1-1 meeting with manager

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Step 3: 3-4 different interviewers

- why/how I aligned with core values of the company, and explain why I could bring value to the team

Relevant Links: <https://www.relativity.com/company/careers/interview-process/>

NATIONAL COMPANIES

Company 1: Databricks

Website: <http://datasoft-bd.com/>

Job Site: <http://datasoft-bd.com/career/>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-DataSoft-EI_IE602981.11,19.htm

Company Description:

DataSoft has emphasized on Quality Management practices since its inception. DataSoft practices world class quality management tools to ensure consistent quality of its products and processes. All activities of DataSoft are monitored using a customized quality dashboard. DataSoft has an in-house quality auditing team who constantly monitors processes and identifies improvement scopes. DataSoft quality management practices start from deriving the drawing board solutions and are ensured even in after sales services, making it an end to end process. DataSoft also employs certified project management professionals to ensure quality practices in all of its ventures.

One sentence to describe: A company with a relaxed interview process.

Interview Process:

Step 1: CV screening

Step 2: Written exam

Step 3: Recruiter call

Step 4: Salary negotiation

Relevant Links:

<https://www.glassdoor.com/Interview/DataSoft-Interview-Questions-E602981.htm#:~:text=Softw are%20Developer%20Interview&text=Phone%20screen.,they%20confirm%20me%20for%20joining.> .

Company 2: BJIT

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

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

Glassdoor: [BJIT Reviews in Dhaka, Bangladesh | Glassdoor](#)

Company Description:

BJIT is a global software development and IT services company, created as a joint enterprise between Japanese and Bangladeshi entities. We serve enterprise, SME, and start-up customers to build, optimize, or scale their internal business software as well as their software products. We have two decades of experience serving global enterprise customers and are CMMI Level 3 and ISO 9001 certified. Our 750+ talented software developers serve our customers while working out of offices in four countries with our primary development center in Dhaka, Bangladesh.

One sentence to describe: Is well-rounded and provides various services.

Interview Process:

Step 1: Resume screen

Step 2: Written Exam

Step 3: Technical online interview

Step 4: Onsite interviews by senior employees

Step 5: Presentation to a committee

Relevant Links:

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