

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Company 1: GitHub

Website: <https://github.com>

Job site: <https://github.com/about/careers>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-GitHub-EI_IE671945.11,17.htm

Company Description:

The open-source Git framework is used by Microsoft subsidiary GitHub to host websites for software development and version control. The largest and most cutting-edge development platform in the world, GitHub was founded in 2008 by a group of software engineers and business owners. It allows millions of developers and businesses to build, ship, and maintain their software. More than 83 million developers and four million businesses, including 90% of the Fortune 500, are supported by the corporation. Students who are learning to write code can use the utility for free, and it is generally accessible to all developers.

Interview Process:

- 1) First, candidates get to choose the programming language they'll use to take the interview. They'll get an email asking them to take the interview at their convenience by signing into Interview-bot.

- 2) Each interview is aimed at being similar to the day-to-day problems that we solve at GitHub. These aren't problems to trick or test obscure knowledge. Interviews come with a clear set of instructions and a time limit. We place this time limit because we respect your time and want to ensure that we don't bias toward candidates who have more time to invest in the solution.
- 3) The exercise is contained in a repository in a separate organization on GitHub. When the candidate signs in, we make a new repository, grab a copy of the exercise and copy the files, issues, and pull requests into the repository. This is done as a copy and not a fork or clone because we can alter the files in the process to fix things up. It also allows us to remove any Git history that might hide embarrassing clues on how to complete the exercise.

Relevant Links:

<https://github.blog/2022-03-31-how-github-does-take-home-technical-interviews/#:~:text=First%2C%20candidates%20get%20to%20choose,that%20we%20solve%20at%20GitHub.>

Your opinion: This is a dream company.

Company 2: Adobe

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

Job site: <https://www.adobe.com/careers.html>

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

Company Description:

Tech giant Adobe serves millions of people worldwide as one of the leading software providers in the world. Since its founding in 1982, the business has been largely recognized for its software solutions for creativity and

multimedia. A few of its well-known goods are Photoshop, Acrobat Reader, and Creative Cloud. Adobe also maintains field offices in roughly 30 nations in the Americas, Asia, and Europe. It also conducts sizable development activities in Asia. Adobe, a long-time provider of conventional software solutions, played a crucial role in the development of the desktop publishing sector. Since then, the business has experienced great success by adjusting to market changes and pioneering the move to the cloud and subscription-based business models.

Interview Process:

Submit an application

Introductory phone interview

Hiring Manager Interview

Assessment

Face-to-Face Interviews

Decision Stage

Offer & Pre-Employment Checks

New Hire Onboarding

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

Your opinion: This is a dream company.

Company 3: Dropbox

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

Job site: <https://jobs.dropbox.com>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Dropbox-EI_IE415350.11,18.htm

Company Description:

With its file hosting platform and service, Dropbox, a provider of cloud storage and management, has set the bar for cloud-based storage and collaboration since 2008. Chief Executive Officer Drew Houston and Arash Ferdowsi launched Dropbox, a company with headquarters in San Francisco, with the intention of developing a more user-friendly productivity tool to aid businesses and people in staying organized. The business has more than 700 million registered users in 180 countries, and it has a market value of more than \$8 billion. In the wake of the epidemic, Dropbox has effectively converted to a remote-first workplace. The business has also won a plethora of honors and awards, including a spot on Fast Company's list of the "Top 10 Most Innovative Companies" for 2022.

Interview Process:

1. The Initial Pre-Screen
2. The Technical Phone Screen Interview
3. On-site Interview
4. Domain Interview

Relevant Links: <https://www.interviewkickstart.com/interview-questions/dropbox-interview-questions>

Your opinion: This is a dream company.

Company 4: BJIT

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

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

Glassdoor: <https://www.glassdoor.com/Salary/BJIT-Bangladesh-Salaries-EI IE623352.0,4 IL.5,15 IN27.htm>

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.

Interview Process:

1st round written test

2nd round technical interview and

Third interview with company's higher authority

Relevant Links:

https://www.google.com/search?q=BJIT+Interview+Process&client=opera&hs=1i4&ei=z m2ZY8juJtmeseMP6saygAM&ved=0ahUKEwjIjZmevj7AhVZT2wGHWqjDDAQ4dUDCA4&uact=5&oq=BJIT+Interview+Process&gs_lcp=Cgxnd3Mtd2I6LXNlcnAQAzIFCAAQogQyBQgAEKIEHgUIABCI BDIFCAAQogQyBQgAEKIEHgOgIABBHENYEELADOgQIABBDQgYIABAHEB46BQgAEIYDOgYIABAeEA1KBAhBGABKBAhGGABQxAVY1BtgpSBoAXAAeACAAf4BiAHXCpIBBTauOS4xmAEAoAEByAEIwAEB&scient=gws-wiz-serp

Company 5:

Website: <https://www.cefalo.com/en/>

Job Site: <https://www.cefalo.com/en/career>

Glassdoor: <https://www.glassdoor.com/Salary/Cefalo-Bangladesh-Salaries-EI IE562443.0,6 IL.7,17 IN27.htm>

Company Description:

Cefalo is a Norwegian company specializing in assisting Norwegian companies with long-term hires of full-time premium software developers from our offices in Dhaka, Bangladesh. Cefalo make sure our employees have the best terms in the industry and place great emphasis on well-being, job security, and personal development for our developers. In return, these measures provide us with unique access to the best talents, very low turnover, and high stability in our workforce.

Interview Process:

This phase was conducted by the Managing Director of Cefalo Bangladesh Ltd. All the candidates of the Technical Assessment attended the interview. The purpose of this phase was to evaluate the communication skills in English of the candidates.

The interviewer asked applicant some general questions related to their educational journey. They had discussions regarding the salary structure, rules, and regulations of the company.

Relevant Links: <https://tahanima.github.io/2021/05/03/recruitment-stories-experience-of-asma-at-cefalo/>

Your opinion: great company