

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	F
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## *International Companies*

### Company 1: ADOBE

**Web Site:** <https://www.adobe.com>

**Job Site:** [https://adobe.wd5.myworkdayjobs.com/external\\_experienced](https://adobe.wd5.myworkdayjobs.com/external_experienced)

**Google Site:** <https://www.adobeeducation.com/adobe-google>

#### Company Description:

As one of the top software providers in the world, tech giant Adobe serves millions of users across the globe. Since its start in 1982, the company has primarily been known for its multimedia and creativity software offerings. Its popular products include Photoshop, Acrobat Reader, and Creative Cloud.

As of 2022, Adobe has more than 26,000 employees worldwide, about 40% of whom work in San Jose, California, where the company maintains its headquarters. On top of that, Adobe has field offices in about 30 countries across the Americas, Asia, and Europe. It also has major development operations in India. A long-time publisher of

traditional software packages, Adobe was instrumental in the creation of the desktop publishing industry. Since then, the company has found tremendous success by adapting to shifts in the market, leading the charge into the cloud and subscription-based business model. Propelled by these digital offerings, its revenue more than doubled between 2015 and 2019. More recently, Adobe achieved record quarterly revenue of \$4.39 billion in the second quarter of its fiscal year 2022.

## Interview Process:

**Round 1- Phone screen with recruiter:** The typical phone screen is designed to acquaint the candidate with the company and the open role and gauge their interest. The recruiter will ask questions about your prior experience as well as your domain knowledge.

**Round 2- Phone interview with a hiring manager:** If you pass the phone screen, you will have a first-round interview over the phone. A hiring manager will dig deeper into your resume, assess your leadership skills, problem-solving style, and ability to work with a team. Be prepared to discuss past projects you've worked on and explain the process and outcomes.

Finally, don't be surprised if the hiring manager asks you to demonstrate your knowledge of Adobe's core values (Genuine, Exceptional, Innovative, Involved). If you want to ace the first interview, brush up on practices and culture before the call.

**Round 3- Technical assessment:** Successful candidates will receive a link to an online technical assessment, which consists of up to 65 questions split into two parts:

- Aptitude and logic (45 questions, with 45 minutes to complete)
- Technical and coding (15-20 questions, with 75-120 minutes to complete)

The aptitude portion tests your quantitative and logic-based reasoning, with IQ test-type questions. Quantitative questions include topics like arithmetic algebra, profit-and-loss calculations, and percentages, while the logic questions consist of puzzles and data interpretation.

**Round 4- Onsite interview:** Adobe's final-round interviews are being conducted remotely as the entire global team works from home during the pandemic. At a typical onsite, accommodation, daily reimbursement for meals, and transportation to HQ are provided.

These interviews tend to be longer than the onsites for other major tech companies, like Google or Amazon. Expect 6-8 hours of back-to-back sessions, each lasting about 45 minutes. You'll have four technical rounds of interviews and one final HR round.

Technical interviews consist of the following:

- Two rounds of coding
- One system design interview
- One object-oriented design interview

The interviews will consist mostly of whiteboard coding, so be prepared to explain your thought processes, including why you chose a particular programming language, the alternatives forgone relative to constraints, and the outcome of the problem. Expect to solve recursion problems, serialize and deserialize objects, and design an LRU cache.

The final HR round consists of behavioral and situational-type interview questions. While Adobe does emphasize culture fit, behavioral questions are mostly reserved for the final round. They will try to understand more personal information, like what you value and what kind of employee you are. Prepare to articulate how you handle conflict, what you see yourself doing five years from now, why you want to work at Adobe.

## **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 Mathwork interview process is the onsite interview loop. This may take place in Mathworks’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: DROPBOX**

**Web Site:** <https://www.dropbox.com>

**Job Site:** <https://jobs.dropbox.com>

**Google Site:** <https://sites.google.com/site/wiobyne/dropbox>

**Company Description:** Since 2008, cloud storage and management company Dropbox has set the standard for cloud-based storage and collaboration with its file hosting platform and service. Headquartered in San Francisco, Dropbox was founded by Chief Executive Officer Drew Houston and Arash Ferdowsi with the aim of creating a simpler productivity tool to help enterprises and individuals stay organized. With more than 700 million registered users across 180 countries, the company boasts a market cap in excess of \$8 billion. Driven by a workforce of more than 2,500 professionals, Dropbox has successfully shifted to a remote-first workplace in the wake of the pandemic. The company has also received countless awards and accolades, including landing on Fast Company's 2022 "Top 10 Most Innovative Companies" lists.

## **Interview Process:**

**Round 1- The Initial Pre-Screen:** If your resume is shortlisted for the role, you'll be contacted by a recruiter who'll ask you basic questions about your experience and skills in general. You can expect a couple of behavioral questions like:

- a) Why do you want to work at Dropbox
- b) What about working with Dropbox excites you the most
- c) What's the biggest news you've read about Dropbox lately?

You're not asked technical questions during the Initial Pre-Screen. If your answers are satisfactory and your profile satisfies the expectations of the role, you're invited to the next round — The Technical Phone Screen.

**Round 2- The Technical Phone Screen Interview:** The Technical Phone Screen is the first real test of your Dropbox interview. It typically lasts 30-45 minutes, during which you're asked to solve a coding problem or two on algorithms and data structures. In this round, your overall approach to problem-solving is carefully evaluated. You'll be asked to brute force the solution before proceeding to write the code. Note that you aren't given points only for getting the solution right. Your analytical analysis and ability to think from multiple solution angles are key too. Upon clearing the Technical Phone Screen, you're invited to the On-site Interview.

**Round 3- On-site Interview:** The on-site interview at Dropbox consists of three main rounds. However, the number of actual rounds can vary depending on the seniority of the position. The three rounds include: 1. The coding round, where you're asked to solve 1-2 problems on core data structures and algorithms. 2. The design round, where you're asked to design an arbitrary system and discuss its scalability, latency, and security aspects. 3. The behavioral round, where you're assessed if you're the right fit through questions about behavioral conduct at the workplace, past situations, work-life balance, relationships with colleagues, and the company's culture, among other things.

As mentioned, there can be additional rounds depending on the position and level you're applying to. Levels IC-5 and above usually have an additional design round, while IC-1 to IC-4 can have additional coding rounds. Essentially, there's more focus on the design aspect for senior positions and an increased focus on the coding aspect for junior engineering roles. While this is the case, you'll still very much be asked a coding question or two even if you're interviewing for higher band levels.

## **Bangladeshi Companies**

### **Company 1: DataSoft Systems Bangladesh Ltd**

**Web Site:** <http://www.datasoft-bd.com/>

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

**Linkdin Site:** <https://www.linkedin.com/company/datasoft-systemsbangladesh>

**Company Description:** DataSoft has been a CMMI level 5, ISO 9001:2015 certified leading software product and services company in Bangladesh. Since 1998, DataSoft has successful track record of delivering innovative and cost-effective technical services to customers in both Corporate and public sectors undertakings. The story of DataSoft is as powerful as the story of its country of origin- Bangladesh. Established with the mission to maintain the status of leading software solution provider ensuring benefit of customers, shareholders and employees, DataSoft vision to deliver quality solutions to build The Digital Delta powered by innovation and guided by integrity. Like the remarkable growth of the economy of Bangladesh, DataSoft has also wondered its

clients and stakeholders with amazing results, by building world-class capacity to deliver world-wide solutions. With operation spanning across three continents, DataSoft is now a global solution provider. Since 1998, DataSoft has successful track record of delivering innovative and costeffective technical services to customers in both corporate and public sectors undertakings. Our customer includes number of Fortune 500 companies and offering mission critical public services IT services like e-Payment, Customs House Automation, Port IT operation (CTMS), automation of commercial banks, touching millions of lives. As a company, we have contributed significantly to the digitalization of Bangladesh by designing and implementing critical projects like Chittagong Port Automation. DataSoft was the IT partner of the most complicated scientific project in the history of Bangladesh- the Jute Genome Project. DataSoft also touched the lifestyle of the rural population of Bangladesh by offering comprehensive solution for the world famous Micro Credit Solution of Bangladesh.

**Interview Process:** There are 4 phase.

1. shortlist the candidates
2. take a written exam on their campus If you are selected then you are called by hr for
- 3.seat with hr team for viva
- 4.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 ask questions about operating systems basics such as threads and multiprocessing, and python specific programming concepts such as list comprehension, generator, and decorator. Also, they ask initial question followed by multiple scenario-specific supplementary questions.

**Part - 2:** Problem Solving Test: The interviewers test by giving programming problems related to data structures and algorithms (graph theory and greedy techniques, in particular). They give option to solve the problems in any programming language preferred.

**Part - 3:** Machine Learning Theory and Applications The interviewers ask 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