

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
Id	201-15-13929
Name	Rajoan Tamjid Antor

Company 1: MongoDB

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

Job Site: <https://www.mongodb.com/careers>

Glassdoor: <https://www.glassdoor.com/Reviews/MongoDB-Reviews-E433703.htm>

Company Description:

In the modern data-driven landscape, an innovative developer database platform is an essential tool, and that's exactly what MongoDB continues to deliver. Working with clients in financial services, telecom, healthcare, and other critical industries, its major offerings Atlas, Enterprise Advanced, and Community Edition empower organizations around the world to harness the transformative power of data. First launched in 2007 in collaboration with internet advertising company DoubleClick, MongoDB makes use of the latest technology to help clients tackle their most complex challenges.

Interview Process:

Step 1: Technical Interviews

Technical interviews have a variety of areas that may be covered, including concurrency, distributed systems, algorithms, system design, and language-specific coding. An important part of the technical interview that often goes under the radar is the need for effective communication when talking through your thought process or discussing the problems that are presented. Below are some of the things our engineers look for in a good technical performance.

Step 2: Behavioral Interviews

Behavioral interviews focus on how you may add to the culture we continue to build at MongoDB. Reviewing our code of conduct and core values will show you how we operate as a company and what we expect from our employees. Other topics of discussion you should expect in these interviews are successes and failures, what you have learned from these experiences, and what you are looking for in your next role. We will also ask you about your experience with mentoring and learning from other engineers and leaders, your goals and aspirations for the future, and your experience with owning or leading projects.

Step 3: What we offer

There are a few things we can promise if you decide to interview for an Engineering role at MongoDB. First, you'll have a speedy and transparent process with a single, dedicated recruiter. We tailor each of our interview processes to fit the role's responsibilities and seniority level, and you won't be asked any riddle questions that aren't related to the work you'd be doing. Our interview questions are typically sourced from real problems we have had to solve.

Relevant Links: <https://www.mongodb.com/blog/post/how-prepare-your-engineering-interview-mongodb>

Your opinion: It is a very nice company.

Company 2: Microsoft

Website: www.microsoft.com

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

Glassdoor: <https://www.glassdoor.com/Reviews/Microsoft-inc-Reviews-E220622.htm>

Company Description:

Microsoft was founded in 1975. Our mission is to enable people and businesses throughout the world to realize their full potential by creating technology that transforms the way people work, play, and communicate. We develop and market software, services, and hardware devices that deliver new opportunities, greater convenience, and enhanced value to people's lives. We do business worldwide and have offices in more than 100 countries.

We generate revenue by developing, licensing, and supporting a wide range of software products and services, by designing and selling hardware devices, and by delivering relevant online advertising to a global customer audience. In addition to selling individual products and services, we offer suites of products and services.

Interview Process:

Step 1: Recruiter Screening Call

The Microsoft interview process begins when a recruiter spots your resume or profile and reaches out to you for an initial screening call.

Microsoft's preliminary screening call gets right into it. You will go over your resume and then answer a few behavioral questions.

The recruiter wants to get a sense of how curious and capable of learning you are. They also want to gauge your leadership abilities, problem-solving skills, team collaboration skills, and how well you hold up to pressure. This part of the interview should take around 15 minutes.

Step 2: Technical Phone Interview

Technical role applicants are often asked to do another phone interview (or two) with a Microsoft hiring representative. This phone call happens 1 to 2 weeks after the initial screening call.

The recruiter will give you an interview agenda that lets you know what topics and questions may be discussed and what's expected of you. You should get this at least a few days ahead.

Make sure you research the topics given. Microsoft expects its technical candidates to demonstrate deep technical knowledge, be able to recommend solutions, point out pros and cons, and defend your choices.

Step 3: Virtual On-Site Interview Loops

Microsoft's on-site interview rounds are now done remotely. This process consists of 4 to 5 continuous interviews, held on the same day.

The interviews are facilitated by two interviewers each. These interviewers are usually senior managers and developers. They ask both behavioral questions and coding exercises.

The interviews get progressively harder with progressively senior and higher-ranked interviewers.

Step 4: Final On-Site Interview or As-App

The final on-site interview is called the "As-App" or "As Appropriate" interview. This takes place with a senior manager who has the authority to veto your entire candidacy or extend you a hiring offer.

Step 5: HR Interview (Maybe)

Some candidates are asked to complete an HR interview. This gets into more behavioral and/or technical questions.

This round is done to confirm that you're the right choice. If you are asked to do an HR interview, there's a good chance that Microsoft wants to hire you.

If Microsoft is giving you an offer, they will usually let you know during this stage. The final part of this interview may include some conversation on your salary and benefits.

Step 6: Offer or No Offer

Microsoft has a reputation for making offers on the spot right during the interview process, but that doesn't always happen.

The Microsoft interview process concludes with confirmation of an offer or rejection. They will always let you know if you made it or not.

Relevant Links: <https://blog.tryexponent.com/microsoft-interview-process>

Your opinion: Try to build my self for this company .

Company 3: Adobe

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

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

Glassdoor: <https://www.glassdoor.com>

Company Description:

Creativity is in our DNA. Our game-changing innovations are redefining the possibilities of digital experiences. We connect content and data and introduce new technologies that democratize creativity, shape the next generation of storytelling, and inspire entirely new categories of business.

Interview Process:

Step 1: 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.

Step 2: 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.

Step 3: 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.

Step 4: 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.

Step 5: 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.

Step 6: 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.

Step 7: 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.

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

Your opinion: This is a dream company

Company 4: Tiger IT Bangladesh Ltd.

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

Job Site: <https://www.facebook.com/tigerit/>

Glassdoor: <https://www.glassdoor.com/Reviews/Tiger-IT-Bangladesh-Reviews-E559245.htm>

Company Description:

TigerIT provides **end-to-end credential management solutions** for government and state agencies. It combines state of the art solution design, robust back-end systems with efficient project management in a single turnkey solution for national IT infrastructure undertakings.

TigerIT solutions range from National ID, Voter Registration, e-Passports, Border Control, Driving License to Vehicle registration and tracking. In addition, TigerIT provides highly specialized system integration of 3rd party hardware/software with legacy systems, including identity governance, Enterprise Single Sign-On, identity and access management solutions to large organizations like banks, telecom companies and multinational companies.

Interview Process:

Step 1: Resume Shortlist

Step 2: Followed by Technical Round

Step 3: Technical

Step 4: HR round

Relevant Links: <https://www.facebook.com/tigerit/>

Your opinion: This company is doing good job for our county.

Company 5: Dream71 Bangladesh Ltd.

Website: <https://dream71.com/>

Job Site: <https://www.facebook.com/dream71.bangladesh/posts/job-vacancycatch-your-dreambusiness-development-officer-neededdream71-bangladesh/343270989175417/>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Dream71-Bangladesh-EI_IE1686998.11,29.htm

Company Description:

Dream71 Bangladesh Ltd is one of the leading software development companies of Bangladesh that is working not in Bangladesh but also in the global market as well. It's exporting software to 10+ countries right now.

Interview Process:

Step 1: Application

Step 2: Interview

Step 3: Interview Questions

Relevant Links: <https://www.quora.com/Is-Dream71-Bangladesh-Ltd-the-best-software-company-in-Bangladesh>

Your opinion: I think it will be a great company in future