

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

Google Site: <https://www.adobeforeducation.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, and what makes you unique as a candidate.

Company 2:GITHUB

Web Site: <https://github.com>

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

Google Site: None

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:

Round 1 - gitgrub: If all goes well in the Talent Partner screen, you'll then be issued a technical take home exercise which should take about 3-5 hours. This is a 2-part exercise; the first section will be coding, and the second section will be a code review (reviewing a pull request). Be prepared to provide your GitHub handle which will be used to kick off the exercise.

If you get in to the exercise and think "this is hard" - you are in the right exercise.
Notes on the technical take home test:

- Follow the instructions in the README to set up your environment and begin the exercise.
- It's entirely OK to use Google, or any source of information online, that you would normally use at work.
- Tests are included, but you are free to supplement those tests with additional coverage for edge cases, etc. Do not remove any of the provided tests.
- Please keep in mind that access to your exercise repository will be removed 300 minutes after it is granted.

When you're finished, push up your code and open a pull request. Please write the pull request as you would in your normal course of work on a team. Give a simple explanation of what the code is meant to do, discussing any potentially confusing bits or interesting decisions.

Each submission is evaluated by 2 engineers for correctness and quality. Once the engineer review is complete, we'll share results and next steps with you via email. We should be able to expect an update within 5 business days.

What Hubbers are looking for in this interview:

- Understand candidates standard computer science knowledge, code fluency, shipping and autonomy

If you pass the take home exercise, the next steps would be a pairing exercise with two Engineers working within the same codebase.

Round 2- Pairing exercise + Hiring manager: Prep for Pairing Exercise / Technical Interview

Interview Goals:

- Communication - candidates must demonstrate clear communication. Candidates should talk aloud and explain their thinking and approach effectively enough that the interviewers are able to understand and follow the candidate's solution as well as the steps taken to reach a solution.
- All candidates should demonstrate familiarity with the take home portion of their solution. They should be able to explain key decisions and tradeoffs when prompted.

They know you can code, so they're looking for candidates to show off other engineering strengths — Technical communication, problem solving, understanding consequences with changes shipped to a production application.

Hiring Manager Interview

Opportunity to learn more about one another, the team, roadmap and long-term vision.

Round 3- Final round: The final round will be split into two sections: The first on Leadership Principles, the second on Diversity & Inclusion & Belonging. At the end there may be an optional Hiring Manager round and there will be a Talent Partner Wrap-up to conclude the interviews.

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 Ferdowski 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" list.

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.

National 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-systems-bangladesh->

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 cost-effective 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.

Today, DataSoft is a pioneer of working with latest technologies that help us imagine tomorrow. As a CMMI Level 5 Company, DataSoft has a strong IoT, AR, VR portfolio and are working relentlessly on AI and Machine Learning Projects.

Interview Process:

There are 4 phase... 1st of all they shortlist the candidates 2nd they take a written exam on their campus If you are selected then you are called by hr for 3rd you will seat with hr team for viva and last one is negotiation.

Company 1: Enosis Solutions

Web Site: <https://www.enosisbd.com>

Job Site: <https://www.enosisbd.com>

Linkdin Site: <https://www.linkedin.com/company/enosis-solutions/>

Company Description:

Enosis is a premier provider of software development and testing services. Having talented software engineers on board, we craft compelling web, desktop, and mobile applications for our clients.

Since our inception, we have partnered with numerous companies and delivered operational gains to startup, emerging, and established organizations in the United States and Canada.

Interview Process:

Part - 1: Computer Science and Programming Basics

The interviewers asked Saif questions about operating systems basics such as threads and multiprocess, and python specific programming concepts such as list comprehension, generator and decorator. Also, they asked an initial question followed by multiple scenario-specific supplementary questions.

Part - 2: Problem Solving Test

The interviewers shared a Google Doc with Saif that contained six programming problems related to data structures and algorithms (graph theory and greedy techniques, in particular). They gave Saif the option to solve the problems in any programming language he preferred. Saif chose Python to solve the problems. While coding the solution, Saif turned on screen sharing, and the interviewers assessed his solution approach. They asked multiple supplementary questions about the solution strategy and asked Saif for certain modifications in his solution that Saif had to implement immediately.

Part - 3: Machine Learning Theory and Applications

The interviewers asked Saif 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