

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Company 1: Microsoft

Website: www.microsoft.com

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

Glassdoor: <https://www.indeed.com/cmp/Microsoft/reviews>

Company Description:

Microsoft Corporation is an American multinational technology corporation producing computer software, consumer electronics, personal computers, and related services headquartered at the Microsoft Redmond campus located in Redmond, Washington, United States. Its best-known software products are the Windows line of operating systems, the Microsoft Office suite, and the Internet Explorer and Edge web browsers. Its flagship hardware products are the Xbox video game consoles and the Microsoft Surface lineup of touchscreen personal computers. Microsoft ranked No. 21 in the 2020 Fortune 500 rankings of the largest United States corporations by total revenue;^[2] it was the world's largest software maker by revenue as of 2019. It is one of the Big Five American information technology companies, alongside Alphabet, Amazon, Apple, and Meta.

Interview Process:

Step 1: Phone screen

Like in any standard phone screen, you will walk through your resume. The recruiter will also ask behavioral questions to gauge your curiosity, openness to learning, and leadership qualities. For developer or engineer roles, the phone screen is slightly longer (45 minutes) and consists of technical questions about data structures and algorithms. One coding question will be

administered through a shared editor, and you will have 30 minutes to develop a solution, similar to a remote whiteboard exercise. While C# is Microsoft's proprietary programming language for the Windows.NET framework, developers aren't required to know any specific language.

Step 2: Phone interview

While this is most common in technical roles, other folks may also be asked to complete a phone interview. This will happen 1-2 weeks after your phone screen, if all goes well.

The recruiter will share an agenda and potential questions/topics ahead of time. Remember that in each subsequent round, the people interviewing you are higher up in the organization. Therefore, make sure your communication skills are sharp and your professionalism shines through.

For engineering roles: Engineers may be asked to do a second phone interview with a senior developer or engineering manager. Candidates are expected to understand data structures such as arrays, stacks, queues, linked lists and hash tables, as well as algorithms such as breadth-first search, depth-first search, quicksort, merge sort and divide and conquer.

Step 3: On-site interview

For non-developer roles, most candidates who pass the phone screen will move directly to this stage. They will interview onsite at the Microsoft location for which they are applying (Seattle, Redmond, or the Bay Area), all expenses paid by the company. During the coronavirus pandemic, interviews are being conducted virtually.

Step 4: HR interview

Within one week of their onsite interview, candidates either receive an offer or rejection, or are invited back for one final HR round. Current and former Microsoft employees on Quora describe it as mere formality: the hiring manager does a final interview consisting of behavioral and technical questions to ensure you're the right fit, and to discuss salary and benefits.

Relevant Links: <https://candor.co/articles/interview-prep/decoding-the-interview-process-at-microsoft-interview>

Your opinion: This is my one of the biggest dream companies. I am trying my best to put in this level.

Company 2: Snowflake

Website: www.microsoft.com

Job Site: <https://careers.snowflake.com/us/en/search-results>

Glassdoor: <https://www.glassdoor.com/Reviews/Google-Reviews-E9079.htm>

Company Description:

Snowflake Inc (Snowflake) is a provider of cloud based data warehousing solutions. Its services include data warehouse modernization, analytics, data exchange and engineering, data science, and others. The company also provides an integrated cloud platform that helps organizations to build instant and secure access to their entire network of data; and architecture to enable various data workloads. Snowflake caters its services to government, financial services, healthcare and life sciences, media and entertainment, retail and consumer packaged goods, education and technology sectors. It works in partnership with Amazon, Google, Microsoft, Tableau, Informatica, Sigma, and others. The company has operations across Europe, the Middle East, Africa, Asia Pacific, and the Americas. Snowflake is headquartered in Bozeman, Montana, the US.

Interview Process:

Step 1: Online Test

The online test was conducted on the Hackerrank platform. It consists of 2 coding questions

1. Removing string that is an anagram of an earlier string.
2. 2nd question was of medium level. (I don't remember)
3. 2 database queries (medium level)
4. MCQs from OS, ML, Cloud Computing, and some aptitude questions.
5. After this round, 42 students were selected for an interview.

Step 2: Virtual Interview

There were 4 panelists for an interview. The interview was conducted at a Zoom meeting. First, all interviewer introduces there self and then asked me to introduce myself. I introduce myself and mentioned my interest in application development, so one of the interviewers started asking me questions on SDLC.

1. Do you know SDLC? Explain it.
2. Types of testing.
3. In which type integration testing comes.

Step 3: Technical Interview

Then the technical interviewer started asking me questions

1. Explain ACID properties.
2. Relations in database
3. Is many to many relations feasible if not what can we do?
4. Normalization
5. Types of Indexing
6. Data structures in Java
7. How we can implement priority queue?

It was mostly on DBMS as Snowflake is a data warehouse company.

Then one interviewer who works in the cybersecurity domain started asking me questions. He asked me 4-5 questions but I don't know anything about cybersecurity so answered don't know about this domain, so he said I have no questions for you and handed it over to HR.

Step 4: HR interview

1. Which is your dream job?
2. On which domain you would like to work? (I mentioned Backend technologies)
3. Would you like to work in an operational domain?
4. Do you know SaaS? Example
5. And some situational based questions.

Relevant Links: <https://www.geeksforgeeks.org/snowflake-interview-experience-on-campus-2020/>

Your opinion: One of the most valuable startup firms in the world.

Company 3: Dynatrace

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

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

Glassdoor: <https://www.indeed.com/cmp/Dynatrace/reviews>

Company Description:

Dynatrace Inc (Dynatrace) is a provider of software intelligence that simplifies enterprise cloud complexity and accelerate digital transformation. The company offers solutions such as cloud operations, microservices and containers, DevOps, IoT monitoring, digital experience, application monitoring and Davis assistant. It develops Dynatrace software intelligence platform, which provides real-time, actionable insights about the performance and security about entire software ecosystem. The company offers solutions for various sectors, including healthcare, retail, financial markets, emergency services, transportation, and government bodies. It operates in the North America, the Middle East, Africa, Europe, Asia-Pacific and the Latin America. Dynatrace is headquartered in Waltham, Massachusetts, the US.

Interview Process:

Step 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.

Step 2: Virtual Interview

There were 4 panelists for an interview. The interview was conducted at a Zoom meeting. First, all interviewer introduces there self and then asked me to introduce myself. I introduce myself and mentioned my interest in application development, so one of the interviewers started asking me questions on SDLC.

- 4. Do you know SDLC? Explain it.
- 5. Types of testing.
- 6. In which type integration testing comes.

Step 3: Technical Interview

Then the technical interviewer started asking me questions

8. Explain ACID properties.
9. Relations in database
10. Is many to many relations feasible if not what can we do?
11. Normalization
12. Types of Indexing
13. Data structures in Java
14. How we can implement priority queue?

It was mostly on DBMS as Snowflake is a data warehouse company.

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Step 4: HR interview

6. Which is your dream job?
7. On which domain you would like to work? (I mentioned Backend technologies)
8. Would you like to work in an operational domain?
9. Do you know SaaS? Example
10. And some situational based questions.

Relevant Links: <https://www.geeksforgeeks.org/snowflake-interview-experience-on-campus-2020/>

Your opinion: This is a dream company.

Company 4: Brain Station 23 Ltd.

Website: <https://brainstation-23.com/>

Job Site: <https://erp.bs-23.com/jobs>

Glassdoor: <https://www.glassdoor.com/Reviews/Brain-Station-23-Reviews-E580909.htm>

Company Description:

Brain Station 23 Limited is a homegrown software development company providing state-of-the-art software & IT solutions for fintech, telco, eCommerce, pharma, manufacturing, retail, etc. industries both locally & globally since 2006.

Currently, Brain Station 23 Limited is providing Software & IT solutions to over 25+ countries with active partners in- Germany, USA, Norway, Netherlands, Canada, Australia, Japan, South Africa. We offer the widest range of technology stack with the most advanced technology solutions. Our service offers cover areas of custom web & mobile application developments, ERP solutions, LMS, eCommerce solutions, fintech solutions, pharma solutions, telco solutions, enterprise solutions (AEM, Sitecore), cloud solutions, AI/ML, BI, AR VR, etc.

Interview Process:

Step 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.

Step 2: MCQ Based Remote Online Test

The remote online test typically lasts for an hour and the topics are limited to databases, basic OOP concepts, data structure, output tracing, and analytical abilities.

Step 3: Written Test

The written test will have a total of 30 questions of 100 marks to be answered in 1 hour and 30 minutes. The questions are separated in two different formats.

Step 3.1: Written (carrying 55% marks)

2 problem-solving questions, 1 algorithmic question, 3 incomplete code snippets implementing data structures that needed to be completed by the candidate

Step 3.2: MCQ (carrying 45% marks)

Covering OOP, database, data structure, output tracing, and analytical concepts.

Step 4: Assessment Test

The assessment will take place at the Brain Station 23 office where the selected few candidates will be asked to spend the entire day. Initially, there will be some fun activities arranged for the

candidates and afterward, they will be divided into groups. Each group will receive a task and will be mentored by a Software Engineer at Brain Station 23. The task involves designing a solution to a given problem with the help of E-R, UAT, Context Diagrams, or Flow Charts. Also, individual members in a group will have specific problems that they need to solve and they will face interviews by their respective mentors.

Step 5: Technical and HR Interview

Candidates will face questions from their resume, such as the projects you had completed in your university, your research publications, previous job experiences, and so on. Then, you have a few problems to solve and have to explain the choices of approach, the time complexity of the solutions, and so on of the HR she asks a couple of questions about candidates background, interests, and preferred tech stack.

Step 6: Offer

Selected individuals will receive an offer from Brain Station 23.

Relevant Links:

<https://tahanima.github.io/2020/06/21/recruitment-stories-experience-of-proteeti-at-bs23/>

Your opinion: The best IT company in Bangladesh.

Company 5: TigerIT Bangladesh Ltd.

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

Job Site: <https://www.indeed.com/cmp/Tiger-IT-Bangladesh/jobs>

Glassdoor: <https://www.glassdoor.com/Interview/Tiger-IT-Bangladesh-Interview-Questions-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.

One sentence to describe: TigerIT has the ability to carry national projects worldwide

Interview Process:

Step 1: Recruiter Phone Screens

The interview process starts off with a phone call from a recruiter. The recruiter will ask about your background, professional experience, projects, accomplishments, and other qualifying qualities.

Step 2: Problem Solving Test

The interviewers will share a Google Doc with you containing six programming problems related to data structures and algorithms (graph theory and greedy techniques, in particular). They will give you the option to solve the problems in any programming language you prefer. While coding the solution the interviewers will assess your solution approach. They might ask multiple supplementary questions about the solution strategy.

Step 3: Machine Learning Theory and Applications

Step 3.1: core linear algebra concepts

Singular value decomposition, linear transformations, and geometric perspective of eigenvalues.

Step 3.2: Machine learning theory related questions

Step 3.3: Information-theoretic concept

Cross-entropy loss, expected values, and conditional probabilities.

Step 3.4: Application-related questions

PyTorch concepts and optimizers

Step 4: Offer

The recruiter will always call to let you know the final decision. A hiring offer means you can jump into salary and benefit negotiations.

Relevant Links:

<https://tahamanima.github.io/2021/01/16/recruitment-stories-experience-of-saif-at-tigerit/>

Your opinion: Best end-to-end identity and credential management solutions for you in Bangladesh.