

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
Id	201-15-13667
Name	Tahmid Shihab

## Company 1: Meta (Facebook)

**Website:** <https://about.meta.com/>

**Job Site:** <https://www.metacareers.com/jobs/>

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

### Company Description:

Meta Platforms, Inc., doing business as Meta and formerly named Facebook, Inc., and TheFacebook, Inc., is an American multinational technology conglomerate based in Menlo Park, California. The company owns Facebook, Instagram, and WhatsApp, among other products and services. Meta was once one of the world's most valuable companies, but as of 2022 is not one of the top twenty biggest companies in the United States. It is considered one of the Big Five American information technology companies, alongside Alphabet, Amazon, Apple, and Microsoft.

One sentence to describe: Meta is a A Social Technology Company.

### Interview Process:

#### Step 1: Recruiter Phone Screens

The Facebook interview process starts off with a phone call from a recruiter. This is a brief pre-screening interview that typically lasts around 30 minutes. The recruiter will ask about your background, professional experience, projects, accomplishments, and other qualifying qualities.

## Step 2: Technical Phone Screens

The next step is a technical phone interview to analyze your coding skills. Meta typically has a software engineer interview their candidates. Some product management roles don't require a technical interview but technical skills are encouraged. The entire technical phone interview usually takes around 45 to 50 minutes. You can expect to spend around 5 to 15 minutes discussing your resume with the interviewer. After that, you will be asked to complete 1 or 2 coding questions within around 30 minutes. Questions are frequently on data structures, algorithms, and time complexity.

## Step 3: Virtual On-Site Interviews

Meta's on-site interviewing includes four to five interviews split into separate rounds. There are three interview categories: Ninja (coding), Pirate (systems or product design), and Jedi (culture fit and behavioral).

### Step 3.1: Ninja - Coding Interviews

Applicants usually go through two coding interviews, sometimes more and the questions revolve around data structures and algorithms. The rounds are around 45 minutes each and done through an online collaborator app.

### Step 3.2: Pirate - System and Product Design

There are at least two system and product design interview rounds. These are also around 45 minutes each. These ask you high-level design questions, usually with no coding involved.

### Step 3.3: Jedi - Culture and Behavioral

There's usually only one behavior and culture fit for the interview round. Like the others, this interview lasts for around 45 minutes.

## Step 4: Candidate Review Meetings

The candidate review meeting is the first stage of Facebook's hiring decision. These meetings are held by the team leaders and managers for the position you're applying to.

## Step 5: Hiring Committee Review

A hiring committee made up of senior executives makes the final decision in the hiring process. This committee looks over the review team's recommended candidate and examines the candidate information packet.

## Step 6: 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://blog.tryexponent.com/the-meta-facebook-interview-process/>

**Your opinion:** This is a dream company.

# Company 2: Dropbox

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

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

**Glassdoor:** <https://www.glassdoor.com/Interview/Dropbox-Interview-Questions-E415350.htm>

## Company Description:

Dropbox is a leading cloud software solutions provider and has been ranked as one of the most valuable startup firms in the world. Its \$10 Billion valuation makes it an attractive place for software engineers and developers who wish to work in a stimulating environment, lock attractive compensation packages, and scale up their professional careers.

One sentence to describe: Dropbox is a leading cloud software solutions provider and has been ranked as one of the most valuable startup firms in the world.

## 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: 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.

### Step 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.

#### Step 3.1: The coding round

Where you're asked to solve 1-2 problems on core data structures and algorithms.

#### Step 3.2: The design round

Where you're asked to design an arbitrary system and discuss its scalability, latency, and security aspects.

#### Step 3.3: 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. 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.

### Step 4: Domain Interview

Based on the specific domain you're applying to, your on-site will have a round where hiring managers evaluate your domain knowledge. For instance, if you're applying for a Machine Learning role, or a role specific to a certain product or service of the company, you can expect questions around domain concepts.

#### Relevant Links:

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

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

## Company 3: Asana

**Website:** <https://asana.com/>

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

**Glassdoor:** [https://www.glassdoor.com/Overview/Working-at-Asana-EI\\_IE567443.11,16.htm](https://www.glassdoor.com/Overview/Working-at-Asana-EI_IE567443.11,16.htm)

## Company Description:

Asana is a computer software company that specializes in the fields of work management and productivity. It helps teams orchestrate their work, from small projects to strategic initiatives. It was founded in 2009 and is headquartered in San Francisco, California. Asana is the easiest way to manage team projects and your individual tasks. From the small stuff to the big picture, Asana organizes work so you and your teams are clear on what to do, when to do it, and how to get it done.

One sentence to describe: Asana is the easiest way to manage team projects and your individual tasks.

## Interview Process:

### Step 1: Recruiter Screen

The recruiter phone screen is fairly straightforward and consists mostly of questions based on your resume and fit for the software engineer role. The recruiter may ask about your interests, your past experiences, and why you want to work at Asana. During this call, the recruiter can answer any questions you have about the interview process.

### Step 2: Technical Phone Screen

In the technical phone interview, you'll spend one hour with a software engineer at Asana answering a technical question. Generally, the questions in the technical phone screen are a bit lighter in-depth, but will cover any of the categories of questions discussed in the next section. Usually, this phone screen will involve an object-oriented design problem, which Asana emphasizes more than other companies.

### Step 3: On-site Interview

The onsite Asana software engineer interview consists of four rounds:

Step 3.1: Behavioral and object-oriented design round

Step 3.2: Object-oriented design round and algorithms #1

Step 3.3: Object-oriented design round and algorithms #2

Step 3.4: One two-hour coding project

Also included in the on-site is a coffee chat with an Asana team member where you can ask questions and learn about the company. More on how to solve these problems in the next section of this guide.

#### Step 4: Reference Check

Lastly, Asana asks for two reference checks: one from a manager and one from a peer, before finalizing their offer.

#### Step 5: Hiring Decision

**Relevant Links:** <https://www.tryexponent.com/guides/asana-swe-interview>

**Your opinion:** Empower teams to do great things together.

## 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. 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://tahanima.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.