

Assignment 2

Software Companies and their Recruitment Procedure.

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| Course | Software Project 6 |
| Section | G |
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Company 1: AMD

Website: www.amd.com

Job Site: <https://careers.amd.com/careers-home>

Glassdoor: <https://www.glassdoor.com/Reviews/AMD-Reviews-E15.htm>

Company Description:

Advanced Micro Devices, Inc. (AMD), global company that specializes in manufacturing semiconductor devices used in computer processing. The company also produces flash memories, graphics processors, motherboard chip sets, and a variety of components used in consumer electronics goods. The company is a major supplier of microprocessors (computer chips). AMD is based in Santa Clara, California.

One sentence to describe: Advanced Micro Devices (AMD) is a semiconductor company, known for designing and developing computer processors and graphics technologies.

Interview Process:

Step 1: Phone screen with HR

A recruiter will first contact you via phone to begin the AMD interview process. This quick interview is for pre-screening. The interviewer will enquire about education, work history, projects, successes, and other qualifications.

Step 2: Technical phone interview

For the technical round the candidate is asked to write a code via collabedit to solve some algorithm problems in C. Some candidates have received offers with phone interviews only.

Step 3: Onsite interview

The onsite interview consists of several 45 minute - 1h white board/technical sessions. There is an hour lunch in between. Questions range from C++ to graphics and everything in between. Interviewers can be hiring managers or senior engineers. The senior engineers focus mostly in technical questions and the manager in behavioral questions. In another version, the onsite interview is the technical interview and is followed by phone interview, mainly with behavioral questions.

Step 4: Hiring committee

The recruiting process's final decision is made by a committee of top executives. This committee reviews the candidate that the review team recommends and looks over the candidate dossier.

Step 6: Team match

Team matching is the name of the last step. Your performance will determine whether you are matched with a team or given a choice of teams. It's now up to you to select which teams appear most intriguing, and it's also up to the teams to determine whether you're a good fit for their requirements.

Step 7: Salary negotiation

The recruiter will always contact you to inform you of the final decision. When you receive a job offer, you can begin negotiating salary and benefits.

Relevant Links: <https://www.pathrise.com/companies/amd>

Your opinion: This is Immersive and instinctive company for computing that will transform our lives.

Company 2: AMAZON

Website: www.amazon.com

Job Site: https://www.amazon.jobs/en/job_categories/software-development

Glassdoor: <https://www.glassdoor.com/Reviews/Amazon-Reviews-E6036.htm>

Company Description:

Amazon.com, online retailer, manufacturer of electronic book readers, and Web services provider that became the iconic example of electronic commerce. Its headquarters are in Seattle, Washington.

Amazon.com is a vast Internet-based enterprise that sells books, music, movies, housewares, electronics, toys, and many other goods, either directly or as the middleman between other retailers and Amazon.com's millions of customers. Its Web services business includes renting data storage and computing resources, so-called "cloud computing," over the Internet. Its considerable online presence is such that, in 2012, 1 percent of all Internet traffic in North America traveled in and out of Amazon.com data centres.

One sentence to describe: An online retailer and web service provider.

Interview Process:

The Amazon software development engineer interview process is lengthy and exhaustive. Here is the steps:

Step 1: HR Interview

The preliminary step of the Amazon HR interview is focused on understanding your interests and why you would be a good fit for the company. Once the recruiter is satisfied with your answers, you would be given an online assessment to solve, or a technical screening would be scheduled based on the profile you have applied for.

Step 2: Amazon Online Assessments

This online assessment is usually a part of the Amazon hiring process for interns and fresher candidates. Sometimes, it is also included for experienced candidates. The assessment has three sections:

1. Debugging questions: A set of seven debugging questions will be assigned to you with an allotted time of 20 mins. Java, C, and C++ will be the three coding languages available for you to solve this assignment.
2. Questions on coding: The second assessment would comprise two Amazon SDE interview questions based on data structure and algorithm. You can use any of these languages: C, C#, C++, Java, Ruby, Swift, JavaScript, and Python.
3. Questions based on work simulation and logical reasoning: There are two parts to this assessment; In the first part, you would be given various scenarios from the life of a software development engineer, and your responses to it would be analyzed. The second part would contain 24 multiple choice questions based on logical reasoning.

Step 3: Phone Screen

During this round of Amazon technical phone screening, you will be asked a set of technical and behavioral questions. The entire session goes on for 45-60 mins, and the recruiter is mostly your potential manager. During this round, be sure to express your understanding of Amazon's leadership principles.

Step 5: On-site Interview

This is the most elaborate interview round that consists of 4-6 rounds of 60 mins each. Some of the Amazon SDE interview questions asked during these rounds will assess your coding knowledge. In contrast, others will evaluate your system design skills, and one topic common to all the interviews will be behavioral questions.

Lastly, an interview round called the "bar raiser," is conducted by experts to see that you are better or at least as good for each competency they test as an average Amazon SDE. The Amazon SDE interview questions asked in this round are tough to crack!

Step 6: Team match

Team matching is the name of the last step. Your performance will determine whether you are matched with a team or given a choice of teams. It's now up to you to select which teams appear most intriguing, and it's also up to the teams to determine whether you're a good fit for their requirements.

Step 7: Salary negotiation

The recruiter will always contact you to inform you of the final decision. When you receive a job offer, you can begin negotiating salary and benefits.

Relevant Links:

<https://www.interviewkickstart.com/companies/amazon-software-development-engineer-interview-process>

Your opinion: This is a fantastic company.

Company 3: Adobe

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

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

Glassdoor: <https://www.glassdoor.com/Reviews/Adobe-Reviews-E1090.htm>

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 standard 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.

One sentence to describe: Adobe is changing the world through digital experiences. We help our customers create, deliver and optimize content and applications.

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 match 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 a time to learn more about you and answer any questions you may have about the role, the team, or Adobe in general.

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

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 the 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.

Step 8: New Hire Onboarding

You're a step closer to joining! Once you've accepted the offer, our recruiting team will give you all the information you need about the new hire onboarding process. Expect trainer-led lessons, group work, and self-paced sessions virtually over Microsoft Teams.

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

Your opinion: It will be very exciting to work in the biggest software design company, it will help me to learn many things that might be helpful for my carrier.

Company 4: Enosis Solutions

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

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

Glassdoor:

https://www.glassdoor.com/Overview/Working-at-Enosis-Solutions-Bangladesh-EI_IE1317305.11.38.htm

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.

One sentence to describe: Enosis is a premier provider of software development and testing services.

Interview Process:

Step 1: Phone screen with HR

A recruiter will first contact you via phone to begin the AMD interview process. This quick interview is for pre-screening. The interviewer will enquire about education, work history, projects, successes, and other qualifications.

Step 2: Written Test

The written test consisted of the following 3 parts:

- Part 1: 4 analytical and mathematical questions covering mainly geometry and algebra
- Part 2: 6 coding questions covering string manipulation, loop, and basic OOP concepts

- Part 3: 5 software testing questions

Since there were a good number of questions that need to be answered within 1 hour, Maliha felt that it was a bit challenging to effectively allocate time to all the questions. Nevertheless, she performed well and got invited to the next phase.

Step 3: Interview

In the interview, you have to give a software test in 15 minutes. On completion, they ask questions about findings, reason behind the findings, strategies, software testing concepts such as black box testing, white box testing and, so on. Apart from that, ask a few questions about the work you did in previous job experiences.

Relevant Links:

<https://tahanima.github.io/2020/06/19/recruitment-stories-experience-of-maliha-at-enosis>

Your opinion: This is a wonderful company to set up career.

Company 5: Brain Station 23

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 offerings 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: As a leading software development company in Bangladesh, BrainStation-23 provides enterprise oriented Cloud and Cyber Security service etc.