

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	F
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Company 1: Google

Website: www.google.com

Job Site: <https://careers.google.com/jobs/results/>

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

Company Description:

Google is a multinational technology company that specializes in internet-related services and products, which include online advertising technologies, search engine, cloud computing, software, and hardware. Google was founded in 1998 by Larry Page and Sergey Brin while they were students at Stanford University in California. The company is headquartered in Mountain View, California. Google is known for its search engine, which is the most widely used search engine on the internet. In addition to its search engine, Google also offers a range of other products and services, including: Google Maps: a mapping service that provides detailed maps, real-time traffic updates, and directions for various modes of transportation. Gmail: a free email service with over 1.5 billion users. Google Drive: a cloud storage service that allows users to store, share, and access files from any device. Android: a mobile operating system used on a variety of smartphones and tablets. Google Chrome: a web browser used by billions of people around the world. Google has a diversified business model, with products and services ranging from advertising, cloud computing, hardware, and software. The company generates revenue through a variety of sources, including advertising, cloud services, and hardware sales. In 2021, Google's parent company, Alphabet Inc., reported over \$182 billion in annual revenue.

One sentence to describe: Google is the best place to work as a software engineer.

Interview Process:

Step 1: Resume screen

Step 2: Recruiter call

Step 3: Phone screen(s)

Step 4: Onsite interviews

Step 5: Hiring committee

Step 6: Team match

Step 7: Salary negotiation

Relevant Links: <https://igotanooffer.com/blogs/tech/google-interview-process#:~:text=Here's%20what%20you%20need%20to,team%20matching%2C%20and%20salary%20negotiation.>

Your opinion: This is a dream company.

Company 2: Facebook

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

Job Site: <https://www.facebook.com/business/pages/post-job>

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

Company Description:

GitHub is a web-based platform that provides version control and collaboration tools for software development. It was founded in 2008 by Tom Preston-Werner, Chris Wanstrath, and PJ Hyett, and is currently owned by Microsoft. GitHub allows developers to host and review code, manage projects, and build software alongside millions of other developers. It also offers a range of tools and features that help developers work more efficiently, including version control, bug tracking, project management, and code review. In addition to its core platform, GitHub also offers a range of additional services, including: GitHub Enterprise: a version of the platform designed for businesses and organizations. GitHub Actions: a tool that allows developers to automate their workflow, including building, testing, and deploying code. GitHub Marketplace: a platform for developers to discover and purchase third-party tools and services that can be integrated with GitHub. GitHub is widely used by developers around the world and is considered a key platform for collaborative software development. In 2021, it had over 50 million users and over 100 million repositories (collections of code and related resources).

Interview Process:

Step 1: Apply for a job at Facebook, or send your resume to your recruiter.

Step 2: Be patient while they review resume.

Step 3: Have a conversation with a Facebook recruiter.

Step 4: Have a phone or video interview with a hiring manager or team member.

Step 5: Continue interviewing with potential teammates, managers, and other people you may work with.

Step 6: Be patient as we consider your interview performance, skills, and experience.

Relevant Links: <https://www.metacareers.com/facebook-life/how-we-hire/?page=1>

Your opinion: This is a dream company.

Company 3: GitHub

Website: <https://github.com>

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

Glassdoor: https://www.glassdoor.com/Overview/Working-at-GitHub-EI_IE671945.11,17.htm

Company Description:

GitHub is a web-based platform that provides version control and collaboration tools for software development. It was founded in 2008 by Tom Preston-Werner, Chris Wanstrath, and PJ Hyett, and is currently owned by Microsoft. GitHub allows developers to host and review code, manage projects, and build software alongside millions of other developers. It also offers a variety of tools and features that help developers work more efficiently, including version control, bug tracking, project management, and code review. In addition to its core platform, GitHub also offers a range of additional services, including: GitHub Enterprise: a version of the platform designed for businesses and organizations. GitHub Actions: a tool that allows developers to automate their workflow, including building, testing, and deploying code. GitHub Marketplace: a platform for developers to discover and purchase third-party tools and services that can be integrated with GitHub. GitHub is widely used by developers around the world and is considered a key platform for collaborative software development. In 2021, it had over 50 million users and over 100 million repositories (collections of code and related resources).

Interview Process:

Step 1: talent partner screen

Step 2: First Round

- 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

Step 3:

second round - pairing exercise + Hiring manager

- 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.

Step 4: Final Round

- Customer Obsessed
- Trust by Default
- Ship to Learn
- Own the Outcome
- Growth Mindset
- Global Product, Global Team
- Anything is Possible
- Practice Kindness

Relevant Links: <https://www.codinginterview.com/github-interview-process>

Your opinion: This is one of my favorite place to do a job.

Company 4: TigerIT Bangladesh Ltd.

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

Job Site: <https://alljobscircularbd.com/tiger-delivery-job-circular/>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Tiger-IT-Bangladesh-EI_IE559245.11,30.htm

Company Description:

Tiger IT Bangladesh is a leading information technology (IT) company based in Bangladesh. The company provides a range of IT services and solutions, including software development, IT consulting, and technology support. Founded in 2002, Tiger IT Bangladesh has grown to become a leading provider of IT services in the country. The company has a strong focus on quality and customer satisfaction, and is known for its expertise in a variety of technology areas, including web development, mobile app development, and data analytics. In addition to its core IT services, Tiger IT Bangladesh also offers a range of additional services, including training and support for businesses and organizations. The company has a team of experienced professionals who are dedicated to helping clients achieve their technology goals and objectives. Tiger IT Bangladesh has a strong reputation in the IT industry in Bangladesh and is known for its commitment to excellence and innovation. The company aims to be a leader in the field of IT by continuously improving its services and staying up-to-date with the latest technologies.

Interview Process:

Step 1: Computer Science and Programming Basics

The interviewers asked 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.

Step 2: Problem Solving Test

The interviewers shared a Google Doc that contained six programming problems related to data structures and algorithms (graph theory and greedy techniques, in particular). They gave the option to solve the problems in any programming language he preferred. I chose a language 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 for certain modifications in his solution that Saif had to implement immediately.

Step 3: Machine Learning Theory and Applications

The interviewers asked 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
Also, the interviews asked questions about research publications.

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

Your opinion: This is a top company.

Company 5: Brain Station 23

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

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

Glassdoor: <https://www.glassdoor.com/Overview/Working-at-Brain-Station-23-EI IE580909.11,27.htm>

Company Description:

Brain Station 23 is a leading digital technology company based in Bangladesh. The company provides a range of services, including web development, mobile app development, digital marketing, and e-commerce solutions. Founded in 2013, Brain Station 23 has grown to become a leading provider of digital technology services in Bangladesh. The company has a team of experienced professionals who are skilled in a variety of areas, including web design, graphic design, and digital marketing. In addition to its core services, Brain Station 23 also offers a range of additional services, including IT consulting and support. The company has a strong focus on innovation and is dedicated to helping businesses and organizations achieve their goals through the use of digital technology. Brain Station 23 is known for its commitment to quality and customer satisfaction, and has a strong reputation in the digital technology industry in Bangladesh. The company aims to be a leader in the field by continuously improving its services and staying up-to-date with the latest technologies.

Interview Process:

Step 1: MCQ Based Remote Online Test

Step 2: Written Test

Step 3: Assessment Test

Step 4: Technical and HR Interview

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

Your opinion: This is a dream company of Bangladesh.