

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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## Company 1: DATADOG

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

**Job Site:** <https://careers.datadoghq.com/>

**Glassdoor:** <https://www.glassdoor.com/Reviews/Datadog-Reviews-E762009.htm>

### Company Description:

Datadog was founded in 2010[2] by Olivier Pomel and Alexis Lê-Quôc, who met while working at Wireless Generation. After Wireless Generation was acquired by NewsCorp, the two set out to create a product that could reduce the friction they experienced between developer and systems administration teams, who were often working at cross-purposes.

They built Datadog to be a cloud infrastructure monitoring service, with a dashboard, alerting, and visualizations of metrics. As cloud adoption increased, Datadog grew rapidly and expanded its product offering to cover service providers including Amazon Web Services (AWS), Microsoft Azure, Google Cloud Platform, Red Hat OpenShift, VMware, and OpenStack.[3]

In 2015, Datadog announced the acquisition of Mortar Data,[4] bringing on its team and adding its data and analytics capabilities to Datadog's platform. That year, Datadog also opened a research and development office in Paris.[5]

In 2016, Datadog moved its New York City headquarters to a full floor of the New York Times Building to support its growing team,[6] which doubled over the course of the year. Datadog announced the beta-release of Application Performance Monitoring in 2016,[7] offering for the first time a full-stack monitoring solution. As of 2017, the company has close to 300 employees,

the vast majority of which are located in the US (with offices in Manhattan, Boston, and Baltimore) and a new R&D facility in Paris.[8]

In 2017, Datadog acquired the Paris-based Logmatic.io, a platform-agnostic service for querying and visualizing logs to monitor and troubleshoot online services.[9][10] In 2019, Madumbo, an AI-based application testing platform, joined Datadog.[11][12]

In 2019, Datadog established a Japanese subsidiary in Tokyo with enterprise technology veteran, Akiyoshi Kunimoto, as Country Manager for Japan.[13][14]

The mascot is a dog named Bits.[15] In August 2022, Datadog acquired Seekret, an API observability company. [16]

In November 2022, it was announced Datadog had acquired the New York-based visualisation service for cloud and system architects, Cloudcraft, for an undisclosed sum.[17]

## **Interview Process:**

### **Initial Screen**

This is an initial conversation for our hiring team to get to know you and for you to share your aspirations for this career opportunity with us. In most cases, this first conversation will take place by phone or Zoom with the recruiter and or Hiring Manager for the role

### **Face-to-Face Interview**

Depending on the role you're interviewing for, this stage may consist of multiple rounds or panels. You will meet with the recruiter, the hiring manager, or another member of the team you are interviewing with

### **Take-Home Project**

Depending on the role you're interviewing for, you may be asked to complete a take-home project. For those who do have a take-home project, your recruiter will walk you through the project expectations and scope.

### **Executive Interview**

Depending on the role you're interviewing for, you may be asked to complete a take-home project. For those who do have a take-home project, your recruiter will walk you through the project expectations and scope.

### **Selection**

After all the interviews, the interviewing team meets together to find the best candidate for the role. If you're selected, your Recruiter will contact you with an offer!

### **Post-Interview Survey**

We want your feedback and input on the interview process so we can continue providing an exceptional experience, and send a post-interview survey to any candidate who spoke with our hiring team.

**Relevant Links:** <https://careers.datadoghq.com/candidate-experience/>

**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/Reviews/Dropbox-Reviews-E415350.htm>

### **Company Description:**

Dropbox brings files together in one central place by creating a special folder on the user's computer.[17] The contents of these folders are synchronized to Dropbox's servers and to other computers and devices where the user has installed Dropbox, keeping the same files up-to-date on all devices. Dropbox uses a freemium business model, where users are offered a free account with set storage size, with paid subscriptions available that offer more capacity and additional features. Dropbox Basic users are given two gigabytes of free storage space.[18] Dropbox offers computer apps for Microsoft Windows, Apple macOS, and Linux computers, and mobile apps for iOS, Android, and Windows Phone smartphones and tablets.[19] In March 2013, the company acquired Mailbox, a popular email app, and in April 2014, the company introduced Dropbox Carousel, a photo and video gallery app. Both Mailbox and Carousel were shut down in December 2015, with key features from both apps implemented into the regular Dropbox service.[20] In October 2015, it officially announced Dropbox Paper, its collaborative document editor.[21]

### **Interview Process:**

#### **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.

### **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.

### **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.

### **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.

Similarly, if you're applying to a Front End Developer role, you can expect questions around front-end development in the domain interview. This is additional to the coding, design, and behavioral rounds in your interview.

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

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

## **Company 3: Cognizant**

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

**Job Site:** <https://careers.cognizant.com/global/en>

**Glassdoor:** <https://www.glassdoor.com/Reviews/Cognizant-Reviews-E5364600.htm>

### **Company Description:**

Cognizant is an American multinational information technology services and consulting company. It is headquartered in Teaneck, New Jersey, United States. Cognizant is part of the NASDAQ-100 and trades under CTSH. It was founded as an in-house technology unit of Dun &

Bradstreet in 1994,[6] and started serving external clients in 1996.[6] After a series of corporate re-organizations there was an initial public offering in 1998.[7] Cognizant had a period of fast growth during the 2000s and became a Fortune 500 company in 2011; as of 2021, it is ranked 185.[8]

One sentence to describe: Cognizant information technology services and consulting company .

## Interview Process:

### Written Round

The Written round consists of two major sections namely General Aptitude Test and Verbal Ability Test. General Aptitude Test, has mathematical reasoning part and logical reasoning part and verbal ability Test.

### Technical Round

The students who clear the written round are called for Technical Interview. There is no hard & fast rule for which questions will be asked in this round, you can expect questions on any topic depending on the panel. To clear this round you should be clear with your basics. You should be prepared with Data structures and Algorithms, DBMS, Operating systems, Networking, OOPs concepts and a programming language of your choice. Students from branches other than CS should prepare for the other two subjects related to their branch. CS students will be expected to write codes in the interview. They also ask questions from resumes.

### HR Round

1. Tell me about Yourself
2. Why Cognizant?
3. How do you see yourself after five years from now?
4. What are your strengths and weaknesses?
5. Questions form resume

**Relavent Links:** <https://www.geeksforgeeks.org/cognizant-recruitment-process/>

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

## Company 4: Tiger IT Bangladesh

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

**Job Site:** <https://jobbd.net/delivery-tiger-job-circular/>

**Glassdoor:** <https://www.glassdoor.com/Reviews/Tiger-IT-Bangladesh-Reviews-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.

## **Interview Process:**

### **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.

### **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.

### **Machine Learning Theory and Applications**

- 1 .core linear algebra concepts such as singular value decomposition, linear transformations, and geometric perspective of eigenvalues
- 2 .machine learning theory related questions such as the information-theoretic concept of cross-entropy loss, expected values, and conditional probabilities
- 3 . application-related questions such as PyTorch concepts and optimizers

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

**Your opinion:** This is a dream 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/Reviews/Brain-Station-23-Reviews-E580909.htm>

### Company Description:

was in 2006, with little capital but a pocketful of belief our CEO, Raisul Kabir started Brain Station 23, a software company, right after graduating from BUET. The new company initially focused on the international market with the local market added in 2010. Since then the company has shown a continuous growth and currently employs over 700+ software engineers. Brain Station 23 is now not only an established name in Bangladesh but also in countries like the USA, UK, Netherlands, Denmark, Japan, Norway, Sweden, Germany, Canada, Switzerland, Turkey and the Middle East etc.

### Interview Process:

#### MCQ Based Remote Online Test

This remote online test lasted for an hour and the topics were limited to database, basic OOP concepts, data structure, output tracing, and analytical abilities.

#### Written Test

The written test had 30 questions of 100 marks to be answered in 1 hour and 30 minutes. The questions were in two different formats:

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

2. MCQ (carrying 45% marks): covering OOP, database, data structure, output tracing, and analytical concepts



## **Assessment Test**

The assessment test happened at the Brain Station 23 office where the selected few candidates were asked to spend the entire day. Initially, there were some fun activities arranged for the candidates and afterward, they were divided into groups. Each group was given a task and was mentored by a Software Engineer at Brain Station 23. The task involved 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 were given specific problems that they needed to solve and were interviewed by their respective mentors. At the end of the day, each of the groups had to present their solutions. During the process, the mentors monitored the candidates.

## **Technical and HR Interview**

In this phase, mainly the technical interview first and then, the HR interview. HR was asked questions from candidate resume, such as the projects candidate had completed in her university, her research publications, previous job experiences, and so on. Then, HR was given a few problems to solve and was asked about candidate choices of approach, the time complexity of her solutions, and so on. In the HR interview, she was asked a couple of questions about her background, her interests, and her preferred tech stack .

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

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