

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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International Company

Company 1: Dropbox

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

Job Site: <https://jobs.dropbox.com/all-jobs>

Linkedin: <https://www.linkedin.com/company/dropbox>

Company Description:

Dropbox has set the standard for cloud-based storage and collaboration with its file hosting platform and service. Headquartered in San Francisco, Dropbox was founded by Chief Executive Officer Drew Houston and Arash Ferdowsi with the aim of creating a simpler productivity tool to help enterprises and individuals stay organized. With more than 700 million registered users across 180 countries, the company boasts a market cap in excess of \$8 billion. Driven by a workforce of more than 2,500 professionals, Dropbox has successfully shifted to a remote-first workplace in the wake of the pandemic.

Interview Process:

The Initial Pre-Screen

If someone's resume is shortlisted for the role, a recruiter contacts a meeting and asks the person some basic questions about his experience and skills in general.

The Technical Phone Screen Interview

The Technical Phone Screen is the first real test of the Dropbox interview. It typically lasts 30-45 minutes, during which a person has to solve a coding problem or two on algorithms and data structures.

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.

Domain Interview

Based on the specific domain a person is applying to, his on-site will have a round where hiring managers evaluate the specific domain knowledge.

Relevant Links:

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

Your opinion:

Dropbox does the best job of providing a culture that lets people juggle the demands of work with their needs beyond the cubicle so it would be more interesting to get a chance to work here.

Company 2: MongoDB

Website: <https://www.mongodb.com/home>

Job Site: <https://www.mongodb.com/careers>

Linkedin: <https://www.linkedin.com/company/mongodbinc>

Company Description:

In the modern data-driven landscape, an innovative developer database platform is an essential tool, and that's exactly what MongoDB continues to deliver. Working with clients in financial services, telecom, healthcare, and other critical industries, its major offerings Atlas, Enterprise Advanced, and Community Edition empower organizations around the world to harness the transformative power of data. First launched in 2007 in collaboration with internet advertising company DoubleClick, MongoDB makes use of the latest technology to help clients tackle their most complex challenges. MongoDB has quickly grown into a prominent landmark in the online working world. The company boasts a team of more than 4,000 software and data specialists in offices in 29 countries, all supporting a database platform that has been downloaded more than 265 million times by users in 100 countries around the world.

Interview Process:

The interview process takes about 3-4 weeks.

Initial Phone Screening

The process starts with a quick phone interview where the interviewers ask behavioral questions and quickly go over your resume, experience, and interests to see if you should be moved forward to the next step.

Video Interview(s)

Depending on the position, there will then be up to 4 video interviews where the interviewers ask technical questions.

Relevant Links:

<https://www.pathmatch.com/companies/mongodb>

Your opinion:

MongoDB is mostly used in MERN stack and as a MERN stack developer it would be very exciting to work on MongoDB.

Company 3: Adobe

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

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

Linkedin: <https://www.linkedin.com/company/adobe>

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.

Interview Process:

The interview process takes about 3-4 weeks.

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.

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.

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

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.

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.

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.

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.

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 career.

Bangladeshi Company

Company 1: Bjit

Website: <https://bjitgroup.com/>

Job Site: <https://bjitgroup.com/career>

Linkedin: <https://www.linkedin.com/company/bjit>

Company Description:

BJIT is a global software development and IT services company, created as a joint enterprise between Japanese and Bangladeshi entities. We serve enterprise, SME, and start-up customers to build, optimize, or scale their internal business software as well as their software products. We have two decades of experience serving global enterprise customers and are CMMI Level 3 and ISO 9001 certified. Our 750+ talented software developers serve our customers while working out of offices in four countries with our primary development center in Dhaka, Bangladesh.

Interview Process:

The interview mainly consists of 3 stages.

The first stage is the programming aptitude test. Where they check someone's programming and thinking capability.

The second stage is the technical interview stage. Where they check candidates' OOP, DBMS, and software engineering skills.

The last stage is the CEO interview stage. This is mainly a behavioral interview. The CEO, COO, and other higher authority will ask some non-technical questions and judge someone based on their attitude and behavior.

Relevant Links:

<https://www.glassdoor.com/Interview/BJIT-Interview-Questions-E623352.htm>

Your opinion:

BJIT, one of the best offshore software development companies in Bangladesh provides high-quality services with global standards at a reduced cost.

Company 2: Ibos

Website: <https://ibos.io/>

Job Site: <https://ibos.io/career/>

Linkedin: <https://bd.linkedin.com/company/iboslimited>

Company Description:

iBOS or Intelligent Business Operating System, the Leading Software Development Company in Bangladesh, is focused on bringing in the finest business solutions of the country that will make business automation more manageable than ever. We believe in young minds too who know how to put innovation and efficiency on the same page. For more than a decade, Ibos, the software wing of the Akij Group, has been working on business process simplification which already the 35K+ employees of Akij are being benefited using.

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Relevant Links:

<https://jakdev047.github.io/iboshtml/career.html>

Your opinion:

iBOS is one of the best software development companies in Bangladesh providing high-quality services with global standards at a reduced cost.