Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Company Name	Region
Enosis Solutions	Bangladesh
Brain Station 23	Bangladesh
Zscaler	International
Meta (Facebook)	International
MongoDB	International

Company 1: Enosis Solutions

Website: https://www.enosisbd.com/
Job Site: https://enosisbd.pinpointhq.com/#js-careers-jobs-block
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.

Interview Process:

Step 1: Written Exam

Time: 1 hour

Mark Distribution:	Analytical ability - 04
	Coding - 30
	Testing - 25

Process:
The second step of recruiting process is based on the performance of the written exam. If one makes good in the coding part, he will call for a programming session otherwise for a testing session.

Authority will confirm through phone call and email if one eligible for next step otherwise inform only through email.

Step 2: Programming Session/Testing Session
Time: 1 hour, Interview with one senior associates and software testing.

Step 3: HR interview

Relevant Links: https://nuralam39.blogspot.com/2019/11/enosis-solutions-enosis-solutions.html

Your opinion: Perspective in Bangladesh region it is first and one priority for me and most of the intern student or qualified candidates because this is the one who are giving the most chance to new comer in this sector and also the review of this company is far good than any other IT company in Bangladesh.

Company 2: 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: Brain Station 23 Founder and CEO Raisul Kabir is one of the most impressive individuals and entrepreneurs I've had the pleasure to interview. He's one of the prominent technology entrepreneurs in Dhaka, an original thinker, and a wonderful human being. In this fascinating interview, I'm sure you'll find that Mr. Raisul is wise and generous with the lessons he's learned over an accomplished entrepreneurial journey, how he thinks and approaches challenges, and maintains curiosity and eagerness to learn. He shares powerful lessons about growing a business from scratch, the importance of delegation and empowering people, creating a culture of safe learning, how to think about problems and challenges, how to investigate a potential strategy, how our limited exposure to life and work leads to strategic missteps, how to think about strategy and growth and how to ensure constant improvement in key areas of your

personal and professional life. This was a much longer interview, so we had to break it up into two parts. This is the first part of the interview. Please come back later this month for the second part of the interview. ~ Ruhul Kader

Interview Process:

Step 1: 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.
Step 2: 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.

Step 3: 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.
If anyone is able to shine in this assessment test and she got selected for the next phase.

Step 4: Technical and HR Interview
In this phase, interviewer will go through the technical interview first and then, the HR interview. She/he was asked questions from her resume, such as the projects she had completed in her university, her research publications, previous job experiences, and so on. Then, she was given a few problems to solve and was asked about her 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. If interviewer nailed the interview and eventually, received an offer from Brain Station 23.

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

My opinion: good working environment with having knowledge sharing options and has working opportunity with foreign clients. As beginner it is best for me because I can collaborate with the international company and getting more experience

Company 3: Zscaler

Website: https://www.zscaler.com/

Job Site: https://www.zscaler.com/careers

Glassdoor: https://www.glassdoor.com/Search/results.htm?keyword=%20Zscaler

Company   Description:
Launched 15 years ago, Zscaler is a cloud security company that offers a platform for businesses to securely transform their networks and applications for a mobile and cloud first world. The San Jose, California-based company, which was founded by Jay Chaudhry and Kailash Kailash, is well known in the industry for its innovative tech and currently has more than 275 issued and pending patents. All of its services are 100% cloud-delivered, and the company's flagship services—Zscaler Internet Access and Zscaler Private Access—create fast, secure connections between users and applications, regardless of device, location, or network. Used in more than 185 countries, the company operates the world's largest cloud security platform, protecting thousands of enterprises and government agencies from cyberattacks and data loss. InMarch 2018, the company raised $192 million after it began trading on the Nasdaq. The following year, Zscaler received the Stevie award as the Most Innovative Tech Company of the Year.

Interview Process:
The interview process at Zscaler can vary depending on the position you are applying for. However, most positions will require at least two interviews, one with a hiring manager and one with a panel of interviewers. The process can take up to two months from start to finish.
Step 1: Technical Round
All basic questions related to Salesforce like: 1. difference between Profile and Role? 2. Details about Salesforce security model 3. All basic questions about Salesforce Admin.
Step 2: Behavioral Round
Questions about previous experience and aspirations.

Relevant Links1: https://climbtheladder.com/zscaler-interview-questions/#:~:text=Zscaler%20Interview%20Process,months%20from%20start%20to%20finish.
Relevant Links2: https://www.ambitionbox.com/interviews/zscaler-softech-interview-questions

Your opinion: In a short time, the success of this company is admirable. It is one of the most valuable startup firms in the world.

Company 4: Meta (Facebook)

Website: https://investor.fb.com/home/default.aspx

Job Site: https://www.metacareers.com/jobs/

Glassdoor: https://www.glassdoor.com/Search/results.htm?keyword=%20meta

Company Description:
Mark Zuckerberg is the founder, chairman and CEO of Meta, which he originally founded as Facebook in 2004. Mark is responsible for setting the overall direction and product strategy for the company. He leads the design of Meta's services and development of its core technology and infrastructure. Mark studied computer science at Harvard University before moving the company to Palo Alto, California.
Meta Platforms, Inc., doing business as Meta and formerly named Facebook, Inc., and The Facebook, 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 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 prescreening 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 interviews 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).

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.

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.

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 a dream company for me. In that company there used the latest technology and the best working environment. So, I try my best to do something to join in that company.

Company 5: MongoDB
Website: https://www.mongodb.com/home
Job Site: https://www.mongodb.com/careers
Glassdoor: https://www.glassdoor.com/Search/results.htm?keyword=MongoDB

Company Description:
Eliot Horowitz is a founder and the former chief technology officer of MongoDB Inc. A software company that develops and provides commercial support for the open-source NoSQL database MongoDB. Horowitz is the founder and current CEO of Viam, a robotics software startup. They commit to creating a culture of belonging, where people of different origins, backgrounds and experiences feel valued and heard. This is cultivated by learning from and respecting each other's similarities and differences. They approach conversations with positive intent and believe that others value the perspective we bring to the table. They recognize that a diverse workforce is the best way to broaden our perspectives, foster innovation, and enable a sustainable competitive advantage. They apply high-quality thinking and rigor and operate with transparency. They have courage in their convictions but work hard to ensure biases or personal beliefs do not get in the way of finding the best solution.

Interview Process:

Step 1: Technical Interviews
Technical interviews have a variety of areas that may be covered, including concurrency, distributed systems, algorithms, system design, and language-specific coding. An important part of the technical interview that often goes under the radar is the need for effective communication when talking through your thought process or discussing the problems that are presented. Below are some of the things our engineers look for in a good technical performance.
Writing code: strong understanding of the language being used, code is concurrency-safe, works in edge cases, good object-oriented design
Software engineering: understanding of data structures and algorithms, considering trade-offs (e.g., run time vs. memory), testing your code
Collaboration: clear and concise code that is readable and organized, responding well to suggestions or hints, effective communication about difficulties faced
Systems design: Design a solution to scale to high levels of concurrency, throughput, and reliability. Does it avoid common bottlenecks, how do we prove its correctness, and what are the trade-offs or alternative solutions?

Step 2: Behavioral Interviews
Behavioral interviews focus on how you may add to the culture we continue to build at MongoDB. Reviewing our code of conduct and core values will show you how we operate as a company and what we expect from our employees. Other topics of discussion you should expect in these interviews are successes and failures, what you have learned from these experiences, and what you are looking for in your next role. We will also ask you about your experience with mentoring and learning from other engineers and leaders, your goals and aspirations for the future, and your experience with owning or leading projects.

Relevant Links: https://www.mongodb.com/blog/post/how-prepare-your-engineering-interview-mongodb#:~:text=Our%20interview%20process%20usually%20includes,are%20currently%20conducting%20via%20Zoom.
MY opinion: Good working environment with having knowledge sharing options and

has working opportunity with foreign clients. As beginner it is best for me because I can collaborate with the international company and getting more experience. I am also interested in Database so that is best for me.