

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	E
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Company 1: Twilio (International)

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

Job Site: <http://www.Twilio.com/company/jobs>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Twilio-EI_IE410790.11,17.htm

Company Description:

Today's leading companies trust Twilio's customer engagement platform to drive real-time, personalized experiences with their customers. Communication channels like voice, text, chat, video, and email are virtualized through APIs that are simple enough for any developer to use, yet robust enough to power the world's most demanding applications. This ability to greatly enhance communication earned the company early support from the likes of Airbnb, Home Depot, Uber, and Walmart. Launched in 2008 by Jeff Lawson, Evan Cooke, and John Wolthuis, the San Francisco-based company now boasts more than 5,000 employees in 26 offices in 17 countries and counting.

In June 2016, after years of increased private funding, Twilio went public and started trading with a 92% increase on the first day. Since then, it has carried this momentum into 2022 and delivered another strong quarter to start the year, with first quarter revenue coming in at \$875 million, representing 48% year-over-year growth. As of March 31, 2022, the platform has 268,000 active customer accounts, compared to 235,000 on March 31, 2021.

Interview Process:

The coding round is similar to the technical phone screen interview, where you're asked to solve coding problems (1 or two problems) on data structures and algorithms.

You can also be asked a few Twilio phone interview questions like why you're interested in working at Twilio, why you want to switch companies, etc.

Twilio has a standard interview process that typically evaluates your analytical coding skills and problem-solving capabilities. The average Twilio salary ranges from approximately \$69451 per year for Accounts Receivable Clerk to \$271312 per year for Director.

Relevant Links: https://www.glassdoor.com/mz-survey/employer/collectReview_input.htm?i=410790&jt=Self%20Employed&ji=22424&n=Twilio&l=https://media.glassdoor.com/sqlm/410790/twilio-squarelogo-1429071171061.png&c=GIVETOGET_CONTENT_WALL_HARDSELL&j=true&y=2022&uo=&o=MZ

Your opinion: This is a good Cloud Management Company.

Company 2: Infobip (International)

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

Job Site: <https://infobip.wd3.myworkdayjobs.com/InfobipCareers>

Glassdoor: <https://www.glassdoor.com/Reviews/Infobip-Reviews-E578010.htm>

Company Description:

Infobip is a global leader in Omni channel engagement powering a broad range of messaging channels, tools and solutions for advanced customer engagement, authentication and security. We help our clients and partners overcome the complexity of consumer communications, grow their business and enhance customer experience – all in a fast, secure and reliable way.

Quality engineering is the backbone of everything we do. To build great customer solutions on the edge of innovation means we hire, grow, and retain the best engineering talent across the world. Over the last 15 years, we've grown into an Engineering Powerhouse with 65+ offices in 6 continents and over 3,000 experts, aiming to change the way the world communicates.

Interview Process:

Of course, since interviews are a two-way street, we also want to offer valuable information about the position, the team, the company, and answer all your questions. To get a better feel for your skills and how you work, we ask candidates to complete some assignments at home.

The goal here is to further confirm that your profile matches the position and also to clarify anything that is left unclear, in a way that saves time when you come in for a live interview. Whether it's an in-person interview in one of our offices or a Skype interview, we want

to know more about what inspires you professionally, what expertise you bring, and how you would fit into the Infobip culture.

These assignments give us a better understanding of how you would approach that particular task and give you a feel of what your potential job would entail. Congratulations, you successfully passed your assignment and you've made it to the final round(s) of the interview stage! At this point, usually the Regional Manager and/or the Head of the department will also want to meet you

The average Infobip salary ranges from approximately ₹3.8 Lakhs per year for a Administration Officer to ₹ 20.1 Lakhs per year for a Senior Software Engineer.

Relevant Links: <https://partners.infobip.com/>

Your opinion: Infobip is very good. I'll recommend this to everyone.

Company 3: Rapid7 (International)

Website: <https://www.rapid7.com/>

Job Site: <https://careers.rapid7.com/jobs/>

Glassdoor: <https://www.glassdoor.com/Reviews/Rapid7-Reviews-E243542.htm>

Company Description:

Cybersecurity is not an area in which an organization can afford to skimp, and Rapid7 prides itself on offering the most effective cybersecurity solutions backed by the latest tech. The company's Insight platform is specialized to take care of every aspect of digital security that any organization might need, with products tailored for threat intelligence (Threat Command), orchestration and automation (InsightConnect), vulnerability management (InsightVM), and cloud security (InsightCloudSec).

Rapid7's team of 2,000 employees are based not only in their head office in Boston, but in branches in Belfast, Singapore, and four other international locations. The company posted an impressive 2021 revenue north of \$500 million, representing a major gain from the previous year and coming in well above Wall Street expectations. An independent research firm recently measured Rapid7's return on investment at a staggering 549%, and for a second consecutive year it earned Visionary status by Gartner for application security testing.

Interview Process:

Learn more about the overall interview process at Rapid7 from current employees. The majority of Rapid7 employees think the interviews are average and rate their experience an A+ or 86/100. The average employee completed 3 interviews and received a response within a week. In general, based on 5992 ratings and 223 employees, Rapid7 has an overall culture score of A+ or 87/100. Rapid7 is ranked in the Top 5% of similar sized companies on Comparably. The HR department, the Design department, and the Customer Support department are the most satisfied with their experience at Rapid7. However, Non-Binary employees, employees who have been at the company 2 to 5 Years, and employees who have been at the company 1 to 2 Years are the least satisfied.

Relevant Links: <https://www.glassdoor.com/Interview/Rapid7-Interview-Questions-E243542.htm#:~:text=The%20hiring%20process%20starts%20off,up%20with%20the%20hiring%20manager.>

Your opinion: My dream is I will join an employee in this company.

Company 4: Brain Station 23 Ltd.(Bangladeshi)

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:

It 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:

The questions were in two different formats: 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 MCQ (carrying 45% marks): covering OOP, database, data structure, output tracing, and analytical concepts This time, Proteeti found the MCQ portion, in particular, the database and the output tracing parts, to be relatively difficult.

The recruitment process consisted of the following phases: Phase 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.
Phase 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.

Relevant Links: <https://medium.com/brainstation23/journey-so-far-at-brain-station-23-7c2a29032df6>

Your opinion: In Bangladesh Brain Station 23 is most famous IT company.

Company 5: Kaz Software Ltd. (Bangladeshi)

Website: <https://kaz.com.bd/>

Job Site: <https://kazsoftware.hire.trakstar.com/>

Glassdoor: <https://www.glassdoor.com/Reviews/KAZ-Software-Reviews-E583815.htm>

Company Description:

We are a group of designers, engineers and content specialists passionate about what we do. Together we form one of the leading custom software companies in Bangladesh for software development outsourcing.

We offer software development and content management services to international customers across multiple industries. We understand the challenges that our customers face within and across these industries. We provide practical, pragmatic and powerful solutions to address those challenges.

Interview Process:

Job Context

Front end developers with strong skills in various JS libraries and eye for software usability. Most of the back-end will be in .NET technologies so experience in C# (preferably experienced in .Net Core) is great. You'll work with C#/ASP.NET. and all flavors of Javascript libraries. However technology / language should not be a big issue for you, whatever comes your way you should be able to learn and adapt.

Job Responsibilities

Your primary responsibility will be to design and develop our applications, and to coordinate with the rest of the team working on different layers of the infrastructure. A commitment to collaborative problem solving, sophisticated design, and quality code is essential.

TypeScript, JavaScript, Web API skills are must.

Expert in React JS or angular 8+

Must be familiar with Bootstrap 4+

Hands on experience in Node JS and AWS will be considered as plus

Employment Status

Full-time

Experience Requirements

At least 1 year(s)

Freshers are also encouraged to apply.

Job Location

Dhaka

Salary

Negotiable

Relevant Links: <https://bd.linkedin.com/company/kaz-software-limited>

Your opinion: Is is most popular software company.