Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	E
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Company 1 : Microsoft

Website: https://www.microsoft.com/en-us/
Job Site: https://careers.microsoft.com/us/en
Glassdoor:www.glassdoor.com/Overview/Working-at-Microsoft-EI_IE1651.11,20.htm

Company Description:

As perhaps the world's most significant architect of information technology, multinational tech titan Microsoft continues to drive how we work, learn, play, and do business in the digital world. From its humble beginnings in 1975 to its current status as a household name, the company has shaped the software industry as we know it. It boasts more than 180,000 employees in its offices in dozens of countries around the world, and posted $168 billion in revenue in 2021.

Interview Process:

Step 1: Recruiter Screening Call

The Microsoft interview process begins when a recruiter spots your resume or profile and reaches out to you for an initial screening cal

Step 2: Technical Phone Interview

Technical role applicants are often asked to do another phone interview (or two) with a Microsoft hiring representative. This phone call happens 1 to 2 weeks after the initial screening call.

Step 3: Virtual On-Site Interview Loops

Microsoft's on-site interview rounds are now done remotely. This process consists of 4 to 5 continuous interviews, held on the same day.

Step 4: Final On-Site Interview or As-Ap

The final on-site interview is called the "As-Ap" or "As Appropriate" interview. This takes place with a senior manager who has the authority to veto your entire candidacy or extend you a hiring offer.

Step 5: HR Interview (Maybe)

Some candidates are asked to complete an HR interview. This gets into more behavioral and/or technical questions.

Step 6: Offer or No Offer

Microsoft has a reputation for making offers on the spot right during the interview process, but that doesn't always happen.

Relevant Links: https://blog.tryexponent.com/microsoft-interview-process/

Behavioral Interview Questions

- Why Microsoft?
- Tell me about your greatest success.
- Tell me about a time you had a conflict with someone. How did you resolve it and what did you learn?
- Describe a time when your project failed.

Your opinion: This is a dream company.

Company 2: Netflix

Website: netflix.com
Job Site:https://jobs.netflix.com/
Glassdoor: https://www.glassdoor.com/Overview/Working-at-Netflix-EI_IE11891.11,18.htm

Company Description:

Netflix is one of the most prominent tech and entertainment companies on the planet. It should be no surprise that the interview process is challenging for the best candidates.

Candidates will face several rounds of interviews, assessments, and personal evaluations while meeting with several hiring managers and potential colleagues.

How to Source a Netflix Referral

The best way to get referrals is to reach out to people you already know. In this section, we'll discuss how to identify those people and reach out to them or their second-degree connections.

After the Referral

So, now you've gotten someone to say yes–that's great! Be sure to answer all the questions they have in preparing your referral for review. Netflix often asks for a resume, how the referrer knows the candidate, and a few other role-specific information. You can work with your referrer to fill in the information and gaps.

NETFLIX JOBS   TEAMS

Search jobs by keyword

Manager, Talent Experiences & Gifting - APAC

⚲ Seoul, South Korea
👥 Content Acquisition

Counsel, Advertising Legal Affairs

⚲ Los Angeles, California
👥 Legal and Public Policy

Project Specialist, Workplace Design

⚲ Los Angeles, California
👥 Corporate Real Estate, Employee Health, Workplace, and Security

The Netflix Interview Process looks like this:

- **Initial Recruiter Phone Screen**
- **Technical Phone Screen**
- **Round 1 of On-Site Interviews**
- System Design Interview: Design Netflix
- **Round 2 of On-Site Interviews**

Relevant Links: https://jobs.netflix.com/
https://blog.tryexponent.com/an-inside-look-into-the-netflix-interview-process/

Company 3: 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 LLC (/ˈguːgəl/ (listen)) is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, artificial intelligence,[9] and consumer electronics. It has been referred to as "the most powerful company in the world"[10] and one of the world's most valuable brands due to its market dominance, data collection, and technological advantages in the area of artificial intelligence.[11][12][13] Its parent company Alphabet is considered one of the Big Five American information technology companies, alongside Amazon, Apple, Meta, and Microsoft.

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

Interview Process:
https://www.youtube.com/watch?v=kMDkoDGbqwo

How to Get a Google Referral

Working at Google is one of the hardest-to-get positions in the tech sector. Google engineers, product managers, and data scientists practice a combination of product sense, analytics, and cross-functional communication to ship products that impact millions of users at scale.

Sourcing Referrals

The best way to get referrals are to reach out to people you already know. In this section, we'll discuss how to identify those people and reach out to them or their second-degree connections.

People also viewed

Amazon
Internet · Seattle, W
23M followers
56 connecti
Follow

Microsoft
Computer Software
15.8M followers
37 connecti
Follow

Apple
Consumer Electroni
15.3M followers
9 connectio
Follow

Meta
Internet · Menlo Pa
7.7M followers
57 connecti
Follow

Netflix
Entertainment · Los
8M followers

Filter only People ▾ by   ✕

☐ Greater Delhi Area   + Add a location

Current company

☑ Google   ☐ Microsoft
☐ Amazon   ☐ LinkedIn
☐ Amazon Web Services (AWS)   + Add a company

Past company

☑ Google   ☐ Microsoft
☐ IBM   ☐ Amazon
☐ Accenture   + Add a company

School

☐ Stanford University   ☐ University of California, Berkeley
☐ Harvard Business School   ☐ Massachusetts Institute of Technology

Reset   **Show results**

Step 1: Recruiter Phone Screening Rounds

The recruiter will ask questions about your work background, ask behavioral interview questions, and get into some technical questions. You may be asked to solve coding problems on-the-spot depending on the role.

Step 2: Hiring Manager Screening

A Google hiring manager will call you once you pass the recruiter screening. This conversation goes more in-depth. It would be best if you also were prepared to answer why you are a good fit for this role.

Technical applicants are usually asked to solve coding problems over the phone.

Non-technical applicants get more targeted questions on behavior, potential situations, and role-relevant case studies.

Step 3: Virtual On-Site Interview Loops

The Google hiring process, like many other Big Tech companies, involves onsite interviews.

Google's onsite interview rounds are now done virtually and typically happens through Google Hangouts or BlueJeans. The recruiter will let you schedule the interview times.

You will be interviewed by 3 to 5 interviewers at a time and go through 4 to 5 interview rounds. Most interviews last around 45 minutes each but can go for longer.

Step 4: Google Team Match

Applications may be put through a **team-matching phase.** This isn't done when applying for a role with an assigned team.

The team matching process can happen before or after the hiring committee review.

If Google decides to hire you before matching you with a team, it will send your information to teams with **open slots available** and find you the best match.

Step 5: Hiring Committee Reviews

A hiring committee will determine if you're a good fit or not. This committee includes potential team members, managers, and senior managers.

Step 6: Executive Review and Offer

The final stage of the Google interview process sees a top-level executive reviewing the hiring committee's recommendations. This executive makes the final yes or no hiring decision.

Types of Google Interview Questions

- [Why do you want to work at Google?](#)
- Tell me about yourself

- What is your favorite Google product, and why?
- Tell me about a successful project you've worked on in the past
- Tell me about a conflict you faced at work. How did you resolve the challenge?
- Describe a time you had to make a change in your work style to finish a project?
- Tell me about how you work with teammates or stakeholders who seem hard to work with
- Describe a time you've worked cross-functionally. What were you working on?
- How do you resolve conflict on your teams?
- Do you like to work in small teams or big teams?
- What is your ideal work environment like?
- What is your ideal manager like?
- How would you talk to a coworker who isn't collaborating with the team how you'd like?
- Tell me about a decision you made based on your instincts.

Relavent Links: https://blog.tryexponent.com/google-interview-process/
Your opinion: This is a dream company.

Company 4 : **Bangladesh Software Development "BSD"**

Facebook:
https://web.facebook.com/bangladeshsoftwaredevelopment
Linkedin:
https://www.linkedin.com/company/bsd-bangladesh-software-development/
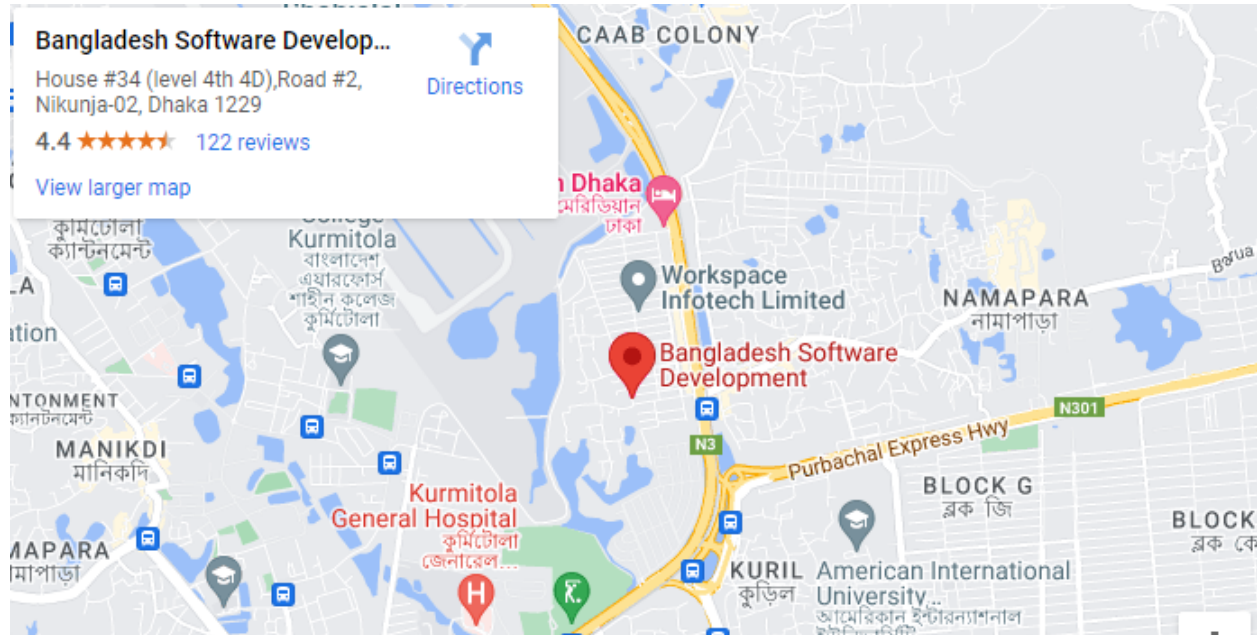
Company Description:

Bangladesh Software Development (BSD) is a reputable and trustworthy software provider. We value your suggestions, recognize your talent, and meet your needs. The needs of our customers come first to us. We try to properly express your creativity.

Interview Process:

Step 1: Resume screen

Step 2: Recruiter ca

lStep 3: Phone screen(s)

Step 4: Onsite interviews

Step 5: Hiring committee

Step 6: Team match

Step 7: Salary negotiation

Relevant Links:
https://www.glassdoor.com/Job/dhaka-software-development-engineer-jobs-SRCH_IL.0,5_IC2267834_KO6,35.htm?context=Jobs&clickSource=searchBox
Your opinion:

Company 2: TigerIT Bangladesh Ltd.

Website: https://www.hugedomains.com/domain_profile.cfm?d=techbeeo.com
Facebook: https://web.facebook.com/tigerit
Linkedin:
https://www.linkedin.com/company/tigerit-bangladesh-limited/
Glassdoor:
https://www.glassdoor.com/Interview/Tiger-IT-Bangladesh-Interview-Questions-E559245.htm

Company Description:

TigerIT designs and develops complete end-to-end identity and credential management solutions for government agencies, corporate enterprises, healthcare agencies, universities and other service providers worldwide. Its Automated Fingerprint Identification System 'TigerAFIS', certified by National Institute of Standards and Technology (NIST) in USA, is ranked among the top in the world.

http://www.tigerit.com/
02-8826739
info@tigerit.com

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Step 6: Team match

Step 7: Salary negotiation

Relevant Links: https://www.facebook.com/tigerit/about/?ref=page_internal