

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	E
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Company 1: Apple

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

Job Site: <https://www.apple.com/careers/us/>

Glassdoor: <https://www.glassdoor.com/Reviews/Apple-Reviews-E1138.htm>

Company Description:

Apple Computer is an American computer maker. The company was originally called Apple Computer Inc. Apple makes a variety of electronic products, computer software, and personal computers. Apple Computer was founded on April 1, 1986, by Steve Jobs, Steve Wozniak, and Ronald Wayne. Apple's first computer, Apple, came on the market on July 1, 1986. Apple became the first publicly traded U.S. company to be valued at over \$1 trillion in August 2018, then \$2 trillion in August 2020, and most recently \$3 trillion in January 2022. The company receives criticism regarding the labor practices of its contractors, its environmental practices, and its business ethics, including anti-competitive practices and materials sourcing. The company enjoys a high level of brand loyalty and is ranked as one of the world's most valuable brands.

One sentence to describe: Apple is the best place to work as a software engineer in world most valuable IT Company.

Interview Process:

The following are the stages of the Apple Software Engineer interview process:

Step-1: HR Interview (Pre-Screen):

If your resume meets all of the criteria, HR will contact you through email or LinkedIn to set up a time for your initial interview. You will be asked questions regarding your job experience and other general questions during the HR interview.

Step-2: Phone Interview:

A week after the HR interview, a recruiter or representative of your potential team conducts a technical phone screen. The phone screen interview will consist of two rounds of interviews, with coding challenges and questions centered on your resume.

Data structures and algorithms are the foundations of coding challenges, which you'll solve with the use of shared editors.

Each problem will take approximately 30 minutes to solve. Each coding interview is 45–60 minutes long.

Step-3: On site Interview:

The six-hour onsite interview is the most difficult component of Apple's hiring procedure. The onsite interviews will be conducted by 8–12 interviewers, either individually or in pairs.

This stage consists of several sets of interviews, each concentrating on one of the three topics listed below:

- i) Industry Knowledge
- ii) Coding Skills
- iii) Behavioral Abilities

Each round of interviews lasts 45 minutes. The full interview process can take up to two months to complete.

Relavent Links: <https://interviewnoodle.com/how-to-crack-the-software-engineer-interview-at-apple-d49e364df65d>

Your opinion: Apple really was a great company. It is also my dream company as a software engineer.

Company 2: Amazon

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

Job Site: <https://www.amazon.jobs/en/>

Glassdoor: <https://www.glassdoor.com/Reviews/Amazon-Reviews-E6036.htm>

Company Description:

Amazon.com, Inc. is an American multinational technology company focusing on e-commerce, cloud computing, online advertising, digital streaming, and artificial intelligence. It has been referred to as "one of the most influential economic and cultural forces in the world", and is one of the world's most valuable brands. It is one of the Big Five American information technology companies, alongside Alphabet, Apple, Meta, and Microsoft.

Amazon was founded by Jeff Bezos from his garage in Bellevue, Washington, on July 5, 1994. Initially an online marketplace for books, it has expanded into a multitude of product categories, a strategy that has earned it the moniker The Everything Store. It has multiple subsidiaries including Amazon Web Services (cloud computing), Zoox (autonomous vehicles), Kuiper Systems (satellite Internet), and Amazon Lab126 (computer hardware R&D). Its other subsidiaries include Ring, Twitch, IMDb, and Whole Foods Market. Its acquisition of Whole Foods in August 2017 for US\$13.4 billion substantially increased its footprint as a physical retailer.

Interview Process:

Step-1: Screening call with HR or Internal Recruiter

This lasts about 45 minutes to 1 hour. HR or the recruiter will spend most of the time asking questions about your career. They will usually start in chronological order from your first job to your most recent position.

Step - 2: Interview with hiring manager

This portion is either in person or via a phone call with the hiring manager, who would be your direct manager. The hiring manager is on your side. They have the biggest pain point, meaning that they really need to hire someone. It's in their best interest to be nice to you, and they usually are. That doesn't mean you won't get tough questions. However, I find that this first meeting with the hiring manager is going to be one of the main chances where you get to ask specific questions about the role.

Step - 3: Writing Test

For certain roles, you will be required to submit a writing test, which will be roughly two pages and given to you to complete on your own so that you can do it at home. The best way to write this is using the STAR format, which I will explain in the section below. My recommendations are to: 1) Keep the length to two or three pages – no more than that. 2) Revise your writing sample to be as logical and concise as possible. 3) Always include the reasoning behind decisions you made in the story. 4) Include numbers/data where you can.

Step - 4: Final “Loop” Interview

These are the final rounds of interviews. It can be two to nine interviews, usually back-to-back. The number of interviewers correlates with the level of the role. So, a Level 7 (L7) role would have seven total interviewers; an L5 would have five, and so on.

Step - 5: Hiring Meeting

After you finish meeting with all of the interviewers, the people you met with will convene in one room together to debate whether you are the right candidate for this role. Usually, you will know the result within one week of finishing final interviews. There's not much you can do at this stage, but if you haven't already, definitely send a thank you note to the people you have met.

Step-6: Offer Meeting

If all is positive, HR will ask for your current and expected salary. Based on this information and the level of the job, they will send you a written offer. Sometimes, HR will invite the interviewee to their office to explain this in person in an "offer meeting" instead of a phone call. This meeting isn't a place where you will negotiate. Any negotiation should come before the offer meeting.

Step-7: Reference Check

If your role is above L5, Amazon usually requires one or two reference checks, sometimes more for senior roles. These are conducted by the HR manager or hiring manager over the phone and last about 15-20 minutes. Typically they will request at least one former boss and one former peer, or if you are in a management role, they will want to speak one of your former direct reports.

Relevant Links: <https://www.carrus.io/blog/the-amazon-interview-process-what-to-expect>

Your opinion: As I want to be a software engineer Amazon is also be my dream company. This tech giant provides a highly paid salary to the software engineer which makes me inspire to be a software engineer in future.

Company 3: GitHub

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

Job Site: <https://github.com/about/careers>

Glassdoor: <https://www.glassdoor.com/Reviews/GitHub-Reviews-E671945.htm>

Company Description:

GitHub, a Microsoft subsidiary, is a provider of Internet hosting for software development and version control using the open-source Git platform. Founded in 2008 by a group of software developers and entrepreneurs, GitHub enables millions of developers and companies to build, ship, and maintain their software on the largest and most advanced development platform in the world. The company supports more than 83 million developers and four million organizations, including 90% of the Fortune 500 list.

GitHub began as a bootstrapped business and in 2018 was acquired by Microsoft for \$7.5 billion. In 2022, the platform launched its Copilot AI tool, which assists developers inside their code editor with suggestions and recommendations. The utility is free for students learning to write code and is generally available to all developers.

Interview Process:

Step -1: Talent partner screen

After you've submitted your resume, it will be reviewed by the Talent Partner and the Hiring Manager. If they take a liking to your resume, then you'll be scheduled for a Talent Partner screen. This partner screen will be a 45-minute chat, so be sure to come prepared to talk about relevant work experience, past projects, etc.

Step -2: First round – gitgrub

If all goes well in the Talent Partner screen, you'll then be issued a technical take home exercise which should take about 3-5 hours. This is a 2-part exercise; the first section will be coding, and the second section will be a code review (reviewing a pull request). Be prepared to provide your GitHub handle which will be used to kick off the exercise

Step -3: second round - pairing exercise + Hiring manager

The first interview will be a pairing exercise with two Engineers from the Experience Engineer Team. This interview will be 50% coding, and 50% code review, working in the same codebase from the exercise you completed. To prep, you will want to be in a comfortable development environment, set to share your screen (via zoom), and have an editor of your choice ready to use. This interview will be approx. 60 minutes.

The second interview will be with the hiring manager, and will provide you both an opportunity to learn more. I would plan 30 minutes for this interview, however we do like to block out 60 minutes to allow time, and should the interview go longer.

Step-4: Final round

The final round will be split into two sections: The first on Leadership Principles, the second on Diversity & Inclusion & Belonging. At the end there may be an optional Hiring Manager round and there will be a Talent Partner Wrap-up to conclude the interviews.

Step -5: THE OFFER / NO offer:

You should hear back from the Talent Partner within 48 hours of the final interview. If you didn't pass, they will kindly let you know, but don't expect any feedback. However if all goes well, they will extend an offer, perform a background check, and decide on a start date.

Note that while the majority of the GitHub workforce is remote, all new hires start on a Tuesday in the SF office for their first week.

In the event that you don't receive an offer, you'll most likely have to wait six months to a year to re-apply.

Relevant Links: <https://www.codinginterview.com/github-interview-process>

Your opinion: GitHub is mostly used Version control software all over the world. Software Engineer cannot think a day without GitHub. So being a part of this team will be a proud moment for any software engineer.

Company 4: Samsung R&D Institute Bangladesh (SRBD)

Website: <https://research.samsung.com/srbd>

Job Site: <https://research.samsung.com/careers>

Glassdoor: <https://www.glassdoor.com/Reviews/Samsung-R-and-D-Institute-Bangladesh-Reviews-E1023791.htm>

Company Description:

Samsung R&D Institute Bangladesh (SRBD) started its journey in February 2011. Located in the heart of Dhaka, it is the first ever R&D hub set up by a multinational company in Bangladesh.

SRBD is an integral part of a worldwide network of R&D centers set up by Samsung Electronics, with the aim of becoming a major contributor to the Galaxy Ecosystem through application and service development for Mobile/Tablets, Wearables, and PCs.

At SRBD, we focus on delivering rich Multi Device Experience by leveraging our multi-OS and multi-platform expertise. We also specialize in commercializing to market while delivering high quality products and services. We actively work with our partners and stakeholders to expand the Samsung business for B2B and local markets.

SRBD takes pride in developing and nurturing a culture of teamwork, innovation, and continuous improvement through skill development and training.

Interview Process:

Step- 1: Advanced Test

The Advanced Test consisted of a coding problem to solve in 3 hours. The topics were limited to basic implementation, searching, BFS, DFS, tree traversal, prefix tree or trie, backtracking, and basic dynamic programming.

Step - 2: Interview with the HR and Technical persons

In this phase, you will be asked a couple of non-technical and technical questions. The non-technical questions were mostly about your background and your interests. As for the technical questions, you will be asked about your approach to solving the coding problem that appeared in the Advanced Test. You will also be asked a few questions on linked list, substring matching, binary search tree, and basic OOP concepts as well as the projects you mentioned in your resume.

Step- 3: Medical Check-up

Since You are in good health, You will pass the medical check-up with flying colors. Soon after this phase, you will receive an email that you got selected for the job.

Relevant Links: <https://tahanima.github.io/2020/06/05/recruitment-stories-experience-of-anika-at-srbd/>

Your opinion: Samsung R&D is one of the biggest industry in Bangladesh that work with technologies. So as a Bangladeshi I am fascinated to being a software engineer in here.

Company 5: Enosis Solutions

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

Job Site: <https://enosisbd.pinpointhq.com/>

Glassdoor: <https://www.glassdoor.com/Reviews/Enosis-Solutions-Bangladesh-Reviews-E1317305.htm>

Company Description:

Enosis Solutions is an offshore software engineering and consultancy company where people, knowledge, process and proven methodologies converge to deliver compelling, high value and cost-effective services in record time. We have developed a unique collaborative model of partnering with clients to deliver great software products to market rapidly and economically. Our ongoing success as offshore partner for some of the world's leading software companies in the large scale Enterprise Computing and Numerical Mechanics space is the manifestation of our capabilities.

Interview Process:

Step-1: Written Test

The written test consisted of the following 3 parts:

Part 1: 4 analytical and mathematical questions covering mainly geometry and algebra

Part 2: 6 coding questions covering string manipulation, loop, and basic OOP concepts

Part 3: 5 software testing questions

Since there were a good number of questions that need to be answered within 1 hour, You may be feel that it was a bit challenging to effectively allocate time to all the questions. Nevertheless, if you performed well you will get invited to the next phase.

Step- 2: Interview

In the interview, you were given a software to test in 15 minutes. On completion, you will ask questions on your findings, your reasoning behind the findings, your strategies, software testing

concepts such as black box testing, white box testing and, so on. Apart from that, you will ask a few questions about the work you did in your previous job experiences.

Relevant Links: <https://tahanima.github.io/2020/06/19/recruitment-stories-experience-of-maliha-at-enosis/>

Your opinion: Enosis Solutions is one of the famous Software Industry in Bangladesh. As a fresher graduate I want to try work with this type of company at my beginning of my journey as a software engineer.