

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	E
Id	201-15-14083
Name	Mahmuda Haque Sinthi

Company 1: Zscaler

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

Job Site: <https://www.zscaler.com/career>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Zscaler-EI_IE359434.11,18.htm

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. In March 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:

- Step 1: Resume screen
- Step 2: Recruiter call
- Step 3: Phone screen(s)
- Step 4: Onsite interviews
- Step 5: Hiring committee

Step 6: Team match
Step 7: Salary negotiation

Relevant Links: <https://help.zscaler.com/zscaler-professional-services>

Your opinion: This is a dream company.

Company 2: Microsoft

Website: <https://www.microsoft.com/en-us/>

Job Site: <https://careers.microsoft.com/us/en>

Glassdoor:

https://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.

There has been no shortage of records broken and distinctions earned by Microsoft and its remarkable team over its five-decade history. Over the last several years, the company has passed numerous milestones, such as its \$1 trillion market cap in 2019 and \$600 billion global brand value. Some of the most recent achievements by the Redmond-based innovator are its acquisitions of game company Activision Blizzard and speech recognition software maker Nuance Communications. Microsoft also continues to support digital education with its ongoing work to bring cutting-edge tech like Windows 11 SE to K–8 schools across the world.

Interview Process:

Step 1: Resume screen
Step 2: Recruiter call
Step 3: Online assessment
Step 4: Onsite interviews
Step 5: Hiring committee
Step 6: Team match
Step 7: Salary negotiation

Relevant Links: <https://www.microsoft.com/en-us/events/>

Your opinion: This is a dream company.

Company 3: Adobe

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

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

Glassdoor: <https://www.glassdoor.com/Overview/Working-at-Adobe-EI IE1090.11,16.htm>

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 traditional 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. Propelled by these digital offerings, its revenue more than doubled between 2015 and 2019. More recently, Adobe achieved a record quarterly revenue of \$4.39 billion in the second quarter of its fiscal year 2022.

Interview Process:

- Step 1: Resume screen
- Step 2: Recruiter call
- Step 3: Hiring committee
- Step 4: Assessment
- Step 5: Face-to-Face Interviews
- Step 6: Decision Stage
- Step 7: Offer & Pre-Employment Checks
- Step 8: New Hire Onboarding

Relevant Links: <https://www.adobe.com/events.html>

Your opinion: This is a dream company.

Company 4:Enosis BD

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

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

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: Resume screen

Step 2: Recruiter call

Step 3: Hiring committee

Step 4: Assessment

Step 5: Face-to-Face Interviews

Step 6: Decision Stage

Step 7: Salary negotiation

Relevant Links:<https://www.enosisbd.com/services/>

Your opinion: This is a dream company.

Company 5:LEADS

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

Job Site: <https://leads.com.bd/why-join-leads/>

Glassdoor:

https://www.glassdoor.com/Overview/Working-at-LEADS-Corporation-EI_IE1656067.11,28.htm

Company Description:

LEADS Corporation Limited has been a foremost information technology service provider since 1992 when it became the exclusive distributor for Bangladesh of the global giant NCR Corporation, and took over the support service of NCR's then Bangladeshi customers. LEADS has come a long way since, becoming the leading provider of application software for the financial sector of the country, among its myriad of different products and services.

To understand our customers' business & technology issues and to deliver measurable tangible results through our experience in and commitment to a varied range of platforms and products and with a dedication to staying current with reliable & proven technologies, to maximize the value of our services to our customers and to develop a competent and highly motivated workforce.

To be a model of excellence as an Information & Communication Technology company that our Shareholders, Customers, Suppliers, Associates, and Society would love to be associated with.

Interview Process:

Step 1: Resume screen

Step 2: Aptitude Test

Step 3: Technical Test

Step 4: Board

Step 5: Final Interviews

Relevant Links:<https://leadsoft.com.bd/services/application-development-services/>

Your opinion: This is a dream company.