

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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## Company 1: Google

**Website:** [www.google.com](http://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 is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, ecommerce, artificial intelligence, and consumer electronics. It has been referred to as "the most powerful company in the world 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. 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:

#### **Step 1: Resume screen**

The recruiter screens every resume for technical requirements, education and experience to make sure there is a potential fit

#### **Step 2: Telephonic Interview**

The phonic interview is mostly conducted on Hangout and in exceptional cases, it could be on phone as well. The number of interviewers could vary in this case depending on the job profile.

If it is a technical job where you have to write codes and share, then it would take place in Hangout, whereas for other profiles they just take on a voice call. This interview could go up to 30-60 minutes long where interviewer ask all questions related to the job, your experience, and other interest areas.

#### **Step 4: Onsite interviews**

Firstly you reach the Google office where you are welcomed by 4-6 people team of recruiters who give an introduction to the company and roles & responsibilities of the job profile. Google always like to welcome people to explore their environment so the recruiting team would show you the office to make you more comfortable before the interview so that you can give your best without any nervousness. The interview could be taken by a single person or more people which always varies. The face to face round also goes up to 30-60 minutes. If you are appearing for a technical job, the number of rounds can increase to check technical knowledge as well as attitude presentation.

#### **Step 5: Interview feedback**

After the interview is done, they would ask you to fill the feedback form of an interview and their overall experience. Even interviewers fill the form to mention your positive and negative points as well as you fit in the given job or not. This feedback is taken to next level managers who view them to take the decision. It is not single person decision as different level people are involved in it to make the fair decision. This process takes time as very senior people of the different department are involved in it. If the candidate clears this round then he/she is taken to next round i.e. hiring committee.

#### **Step 6: Hiring Committee**

When the managers who took face to face round approves of the candidate, then that resume is taken forward to hiring committee which consists of experienced employees of a particular domain, senior managers, and directors. They check all the feedback from previous rounds, resume along with working experience. When this committee approves the candidate, it is taken forward to next level committee which is called as Compensation Committee.

#### **Step 7: Compensation Committee**

This committee views the applicant resume along with the feedback to provide the best-suited compensation depending on the capability and experience of the candidate. All the points are mentioned in the form which carries all details from round one to be forwarded to Final Executive Review.

#### **Step 8: Final executive review**

Even for hiring a single candidate, one of the high-level Executive looks at the feedback form from previous interview rounds to make the final decision. If the executive approves of the candidate, then the applicant is informed of his/her selection.

### Step 9: For high level job profile

If the job position is high-level profile, then after all these rounds the decision is forwarded to the CEO of the company i.e. Sundar Pichai or either to the co-founder Larry Page. A face-to-face interview is conducted with the CEO as the company wants the best people who could help in company growth.

**Relevant Links:** [How to Get a Job at Google: 15 Tips - Guttulus](#)

**Your opinion:** This is a dream company.

## Company 2: AMAZON

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

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

**Glassdoor:** [https://www.glassdoor.com/Overview/Working-at-Amazon-EI\\_IE6036.11,17.htm](https://www.glassdoor.com/Overview/Working-at-Amazon-EI_IE6036.11,17.htm)

### Company Description:

Amazon.com 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",<sup>[5]</sup> and is one of the world's most valuable brands. <sup>[6]</sup> 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. Amazon has earned a reputation as a disruptor of well-established industries through technological innovation and "aggressive" reinvestment of profits into capital expenditures. As of 2021, it is the world's largest online retailer and marketplace, smart speaker provider, cloud computing service through AWS, live-streaming service through Twitch, and Internet company as measured by revenue and market share. In 2021, it surpassed Walmart as the world's largest retailer outside of China, driven in large part by its paid subscription plan, Amazon Prime, which has over 200 million subscribers worldwide. It is the second-largest private employer in the United States. Amazon also distributes a variety of downloadable and streaming content through its Amazon Prime Video, Amazon Music, Twitch, and Audible units. It publishes books through its publishing arm, Amazon Publishing, film and television content through Amazon Studios, and has been the owner of film and television studio Metro-Goldwyn-Mayer since March 2022. It also produces consumer electronics—most notably, Kindle e-readers, Echo devices, Fire tablets, and Fire TVs.

## Interview Process:

**Step 1: Pass the resume screening :** The first part of Amazon's hiring process is resume screening. In this round, recruiters will screen your resume for technical requirements, education, experience etc. to make sure you're a potential fit. Although hiring criteria depend on roles and company, the fundamental principles of writing winning resumes at Amazon is almost identical to writing winning consulting resumes. There are three fundamental rules you must apply in your resume:

- Rule #1: Explicitly display the skills and traits that Amazon seeks in candidates. What Amazon looks for in its employees are: leadership ability, analytical problem-solving skills, excellent written and oral communication, "gritty" character, intense curiosity, and humility.
- Rule #2: Write specific, result-oriented, and explicit bullets. When talking about your experiences and achievements, the way to go is through objective information. A good bullet should sound something like:
- Rule #3: Using professional, structured, and to-the point language implicitly shows screeners that you're a good communicator. Highlighting your achievements with explicit numbers and good structures also save screening time and leaves a good impression.

**Step 2: Pass the screening call** If you pass the resume screening, an internal recruiter or HR member will contact you for a 45 minutes to 1 hour call. The goal in a screening interview is to assess your communication skills, motivation, work attitude, and personality.

### **The majority of questions in this round will be career questions.**

The interviewer will review your resume and ask about your first job to most recent jobs, in chronological order. You should also expect basic fit interview questions, aimed at assessing your fit for the role. Example questions are:

- Why are you interested to work at Amazon?
- How do you imagine a typical day in this job?
- Tell me something about yourself.
- What motivates you in work?
- Which Amazon leadership principle resonates the most with you, and why?
- What do you like the most about Amazon?
- What do you not like?

### **Relevant Links:**

<https://aboutamazon.com/news/workplace/applying-at-amazon-7-tips-from-recruiters>

**Your opinion:** It is one of the biggest e-commers company in the world and it has a nice place to work. Amazon is my 2nd favourite international company to work.

# 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: Github Job Application Process

The first step for applying for any job at Github is to fill out the online job application form on the company's website or through an email that they provide. The application should include your resume and cover letter along with information about what skills and experience you have. You may also be asked to upload some samples of your work. After submitting the application, it usually takes 2–3 weeks before receiving a response. If there are no immediate openings, you might receive a follow up email asking if you would like to hear more about other opportunities at the company.

### Step 2: Github Job Assessment

Test After receiving your application, Github conducts a technical assessment test. This is called "Code School". During the Code School, you will get a chance to practice coding problems using their own IDE. They will give you feedback after each problem.

### Step 3: Github Interview Process

Once you pass the technical assessment test, you will go through an interview process. Phone screening is done over the phone. Onsite interview is conducted by one or two members from the team. At the end of the interview, you will be given a final offer.

**Relevant Links:**

<https://hackertrail.com/talent/tips/7-tips-to-improve-your-github-to-landjob/#:~:text=7%20Tips%20to%20Improve%20Your%20GitHub%20Profile%20to,7%207.%20Think%20as%20a%20recruiter%20would%20>

**Your opinion:** It's a great tech company I like to share space with talented engineers in near future.

## Company 4: Brain Station 23

**Website:** <https://brainstation-23.com/?bc>

**Job Site:** <https://brainstation-23.com/?bc>

**Glassdoor:** <https://www.glassdoor.com/Reviews/Brain-Station-23-Reviews-E580909.htm>

### Company Description:

Brain Station 23 is one of the country's most renowned software development firms. Between 2006 and 2020, the company not only expanded significantly but also changed into Bangladesh's premier Software Development & Information Technology Service Provider. We've climbed to the second spot in terms of global reach, and in the process, we've established a good reputation. Our CEO, Raisul Kabir, launched Brain Station 23 in 2006, shortly after graduating from BUET, with little funding but a lot of faith. The new company began by targeting abroad markets before entering the US market in 2010. Since then, the company has grown to over 400 software experts. As a result, Brain Station 23 has become a household name in Bangladesh and in the United States as well as in Europe and the Middle East.

### 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.

**Step 4: Technical & HR round:**

In this phase, candidates went through the technical interview first and then, the HR interview. Candidates would be asked questions from their resume, such as the projects she had completed in their university, research publications, previous job experiences, and so on. Then, they will be given a few problems to solve and was asked about their choices of approach, the time complexity of her solutions, and so on. After that considering your overall performance you'll get notified via phone call or mail about your job confirmation.

**Relevant Links:**

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

**Your opinion:** In Bangladesh, Brain Station 23 is one of the most favourite software company to me. I will try to join at Brain Station 23 after completing my BSc program.

## Company 5: Therap BD Ltd.

**Website:** <https://therapbd.com/>

**Job Site:** <https://www.therapservices.net/jobs/>

**Glassdoor:** <https://www.glassdoor.com/Reviews/Therap-BD-Reviews-E2085669.htm>

**Company Description:**

Therap (BD) Ltd. is a US-based Software Company registered in Bangladesh, operating since 2004. We have our office in Dhaka, Bangladesh, and affiliate offices in the USA and Canada. Therap provides Software as a Service (SaaS) to government and private organizations globally that serve people with intellectual and developmental disabilities. We are a global team of professionals who actively collaborate to develop solutions for individuals and service providers in order to make a difference in their lives.

## Interview Process:

### **Step 1: Interview Screening process**

In this phase, candidates will provide a Google form with questions such as: whether they would be able to attend the online interview, skill level, the database they are familiar with, and so on.

### **Step 2: Online Technical Interview - I:**

This interview was conducted in two parts.

- Theory-based questions - The interviewers ask candidates a few basic database questions such as database constraints, normalization, denormalization, the difference between primary key and unique key, whether a unique key could be a foreign key, and so on. The interviewers also ask candidates some intermediate database questions such as transaction, ACID properties, isolation, indexing and types, SQL injection, and so on.
- SQL based questions - The interviewers will give candidates two SQL problems to solve on the Oracle HR schema. These problems were based on the JOIN clause.

### **Step 3: Online Technical Interview - II:**

This phase is similar to what had been covered in the previous interview.

- Theory-based questions – Initially here, the interviewers ask candidates a bit advanced questions such as architecture and the recovery process.
- SQL based questions - The interviewers gave candidates some SQL problems to solve on the Oracle HR schema. These problems were based on the JOIN clause and some basic single-row functions.

### **Step 4: Online Technical Interview - III:**

This session was conducted by the Team Lead of the Database team at Therap. The interviewer will ask candidates about their database projects and to explain about one of them. Afterward, they will ask to perform some basic DML statements on his schema. And then, they will ask some basic questions on databases.

### **Step 5: Online HR Interview:**

In this phase, candidates will be asked questions about their background, family, interests, future goals, and what they knew about Therap.

### **Relevant**

Links: <https://www.glassdoor.com/Interview/Therap-BD-Interview-Questions-E2085669.htm>

**Your opinion:** This is my second favorite tech company where I want to work with.