

# Assignment 2

Software Companies and their Recruitment Procedure.

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|---------|--------------------|
| Course  | Software Project 6 |
| Section | E                  |
| Id      | 201-15-13997       |
| Name    | Md. Mehedi Hasan   |

## Company 1: Amazon



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

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

**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", 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.

One sentence to describe: Amazon is one of the best places to work as a software engineer.

### Interview Process:

**Step 1: Resume screen :** First, you'll need to convince recruiters that you have a strong enough profile to be invited to the first round of Amazon interviews. Here, you will either submit your application through Amazon's jobs portal, or you will have been contacted directly via email or LinkedIn by an Amazon recruiter.

In either case, you will need a strong resume in order to impress them.

**Step 2: Recruiter call :** Once your resume has been approved, an Amazon recruiter will schedule a roughly 30 minute call with you. They will discuss with you how the overall interview process will work. If you have any specific questions (e.g. timeline, location, clarification about the job description), now is the time to ask.

Usually, this call does not include technical questions, although some highly technical roles like software engineers may receive a few low-level screening questions that test general technical knowledge.

Otherwise, the recruiter will ask typical behavioral and resume questions like “Why Amazon?”, “walk me through your resume,” and “tell me about yourself.”

**Step 3: Assessments** : In some cases, your recruiter will assign you one or two take-home assessments to complete before moving on to the next round of interviews. If you are assigned one or both of these assessments, this usually takes place before the initial phone screen; however, some writing tests occur right before or during the final onsite or virtual loop.

There are two general categories of Amazon interview assessments: work sample simulations and work style assessments.

**Step 4: Phone screen(s)** : Next, you will have one or two phone screens with a hiring manager, and/or future peers. In most cases, these will be video calls using Amazon Chime, although some interviewers may opt to keep their cameras turned off. At this point, interviewers will dig deeper into your past experience with behavioral and hypothetical questions that test specific skills related to the role.

Technical roles will also include coding on a shared code editor or word document. In most cases, it will not include syntax highlight or auto-completion, so prepare for that kind of coding environment in advance.

**Step 5: Onsite interviews** : The longest and most intimidating step of the Amazon interview process is the final onsite or virtual loop. These used to take place in Amazon’s offices, but are now frequently held virtually over Amazon Chime.

Here, you will have four to seven interview rounds that last 45-60 minutes each, led by a mix of interviewers that may include your hiring manager, members of the team you’re applying to, senior management, and the Bar Raiser.

**Step 6: Interviewer debrief/hiring committee** : After you finish your onsite interview rounds, your interviewers will come together to compare notes on your performance in what is called the interviewer debrief or hiring committee.

Each interviewer will have written up a summary of their experience with you, including the questions and your answers, as well as a final recommendation (e.g. Strong hire, hire, leaning hire, strong no hire, no hire, leaning no hire etc).

**Step 7: Salary negotiation** : Finally, once you’ve passed each of the six steps above, you’ll receive your offer package from Amazon. At this point, all that is left for you to do is negotiate your offer. Your recruiter will get in touch with you about the details, likely scheduling one final call to clarify and discuss the terms. If they have not scheduled a call, you can ask for one.

**Relevant Links:** <https://igotanooffer.com/blogs/tech/amazon-interview-process>

**Opinion:** Good place to work and learn because lots of freedom to work and team members provided support when needed.

# Company 2: 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 is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, 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 first step of Google's interview process is the resume screen. Here, after you've submitted your application through Google's jobs portal, or been contacted directly via email or LinkedIn, recruiters will evaluate your resume to see if your experience aligns with the open position.

**Step 2: Recruiter call :** After your resume has been approved, a recruiter will get in contact with you to schedule a call. This generally lasts 20-30 minutes. During the call, the recruiter will have a non-technical chat with you about your background and why you are interested in the job. You should have answers prepared for questions like, "Tell me about yourself," "Why Google?", and "Walk me through your resume."

The recruiter will also discuss with you how the overall interview process will work. If you have any specific questions (e.g. timeline, location, clarification about the job description), now is the time to ask.

The recruiter will be your point person for the rest of the interviews, and the best suited to answer your questions about the process. So it's important to keep lines of communication with them open.

If all goes well, the recruiter will get back in touch with you to schedule your first interviews: the phone screens.

**Step 3: Phone screen(s)** : Depending on the role, you will either have one or two phone screens with your hiring manager, or a future peer of the team you're applying to join.

These will typically last between 45 and 60 minutes each, over Google Meet. In the majority of cases, this will be a video call, but in some cases the interviewer may choose to keep their camera turned off.

**Step 4: Onsite interviews** : The longest and most daunting step of the Google interview process is the onsite interview loop. This may take place in Google's physical offices, or via video call.

Here, you will face up to six back-to-back interview rounds that last around 45 minutes each. If you are physically onsite, one of these will take the form of an informal lunch interview with a future peer of the team you're applying to join.

**Step 5: Hiring committee** : After the onsite rounds, your interviewers grade your performance using a standardized feedback form. It contains your responses to each of the questions, their feedback on your responses, and their final recommendation (e.g. "Strong no hire," "No hire," "Leaning no hire," "Leaning hire," "Hire," "Strong hire").

The feedback forms from each of your onsite interviewers are combined in a packet, which includes your resume and feedback from the initial phone screens, and it is sent to a third-party hiring committee for review.

**Step 6: Team match** : If you applied and interviewed for a role that is specific to a certain team at Google from the beginning, then you will likely skip the team matching step.

Otherwise, candidates go through a separate step in order to find out which team they'll be working for at Google. This may occur before or after the hiring committee makes its decision.

**Step 7: Salary negotiation** : Finally, once you've passed each of the six steps above, you'll receive your offer package from Google.

At this point, all that is left for you to do is negotiate your offer. Your recruiter will get in touch with you about the details, likely scheduling one final call to clarify and discuss the terms. If they have not scheduled a call, you can ask for one.

**Relevant Links:** <https://igotanooffer.com/blogs/tech/google-interview-process#:~:text=Here's%20what%20you%20need%20to,team%20matching%2C%20and%20salary%20negotiation>

**Opinion:** Google's benefits, work environment, and technologies are top notch.

# Company 3: Agoda



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

**Job Site:** <https://careersatagoda.com/vacancies/>

**Glassdoor:** [https://www.glassdoor.com/Overview/Working-at-Agoda-EI\\_IE461386.11,16.htm](https://www.glassdoor.com/Overview/Working-at-Agoda-EI_IE461386.11,16.htm)

## Company Description:

Agoda.com or just Agoda is a Singapore online travel agency for hotels, vacation rentals, flights and airport transfer. It is owned by Agoda Company Pte. Ltd., headquartered in Singapore, and it is currently a subsidiary of Booking Holdings.

Agoda's bookings are made via its website and mobile app, which are available in 38 languages. As of June 2021, Agoda lists 2.9 million properties worldwide, including private holiday home rentals.

Agoda also offers iOS and Android apps for hotel and property owners.

## Interview Process:

**Step 1: Resume shortlisting :** Shortlisting candidates is the process of reviewing job applications and selecting the candidates best suited for the position based on predetermined criteria, thus creating a shorter list of qualified candidates to move forward with.

**Step 2: Hackerrank screening test :** There is a hackerrank test after the resume gets shortlisted and 25 MCQs with 2 additional coding questions.

### **Step 3: 2 Skype technical rounds:**

- **Skype Round 1 :** The interviewer can give 2 or 3 basic coding problems. After this, he can also touch upon some general technical questions.
- **Skype Round 2 :** The interviewer can give a complex coding problem. After this, he can ask about the basics of Distributed Systems, like CAP Theorem and some general technical questions.

After success on this round, they will call for onsite rounds.

#### Step 4: 4 F2F onsite technical rounds:

- **Onsite Round 1** : Interviewer can start off with a simple system design question. After this, he can ask for describing any current project on a whiteboard.
- **Onsite Round 2** : Interviewer can ask 2 or 3 coding questions.
- **Onsite Round 3** : Interviewer can start off with some famous problems. Like, an egg-dropping problem. After this, he can ask some general technical questions.
- **Onsite Round 4** : Interviewer can give a system design problem. Like, Design a sim card store system that gives you 3 sim cards on demand and each of them has a 10-digit long phone number.

**Step 5: Final offer stage** : After a few days of the interview, They will call if you selected and make an offer!!

**Relevant Links:** <https://interviewnoodle.com/agoda-interview-experience-de6abc2c7347>

**Opinion:** Great environment, Good Benefits & Good place to work and learn.

## Company 4: Brain Station 23 BRAIN STATION 23

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

**Job Site:** <https://erp.bs-23.com/jobs>

**Glassdoor:** [https://www.glassdoor.com/Overview/Working-at-Brain-Station-23-EI\\_IE580909.11,27.htm](https://www.glassdoor.com/Overview/Working-at-Brain-Station-23-EI_IE580909.11,27.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:

**Phase 1: MCQ-Based Remote Online Test :** This remote online test lasted for an hour and the topics were limited to databases, basic OOP concepts, data structure, output tracing, and analytical abilities.

**Phase 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:

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.

**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. 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.

**Phase 4: Technical and HR Interview :** To hire suitable candidates, every company conducts various rounds of interviews to measure the candidate's technical and behavioral prowess. HR interviews are done to gauge the personality- strengths and weaknesses of a candidate to handle the role and then understand whether the candidate is suitable to do the job.

**Relevant Links:** <https://tahanima.github.io/2020/06/21/recruitment-stories-experience-of-proteeti-at-bs23/>

**Opinion:** One of the best Software companies in Bangladesh and Very Friendly Environment to work and learn.

# Company 5: Samsung R&D Bangladesh

## SAMSUNG Research

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

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

**Glassdoor:** [https://www.glassdoor.com/Overview/Working-at-Samsung-R-and-D-Institute-Bangladesh-EI\\_IE1023791.11,47.htm](https://www.glassdoor.com/Overview/Working-at-Samsung-R-and-D-Institute-Bangladesh-EI_IE1023791.11,47.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 to become a significant contributor to the Galaxy Ecosystem through application and service development for Mobile/Tablets, Wearables, and PCs.

SRBD 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:

**Phase 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. Anika chose C++ as the programming language to solve the coding problem. She was specifically informed that she would not be able to use the Standard Template Library of C++.

**Phase 2: Interview with the HR and Technical persons :** In this phase, every company conducts various rounds of interviews to measure the candidate's technical and behavioral prowess. HR interviews are done to gauge the personality- strengths and weaknesses of a candidate to handle the role and then understand whether the candidate is suitable to do the job. And the non-technical questions are mostly about the background and interests.

**Phase 3: Medical Check-up :** Apart from these two core tests also have to pass on a Medical Test. All three tests are important.



Some facts about SRBD,

- They do take coding tests on VS, Eclipse IDE
- You can sit either on the Coding Test or on the Interview only thrice in your lifetime.
- And good programming contestants always have a better chance to get called by the company.

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

**Opinion:** Good office culture, office logistics and R&D opportunity.