

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Company 1: Microsoft.

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

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

Glassdoor: <https://www.glassdoor.com/Reviews/Microsoft-Reviews-E1651.htm>

Company Description:

Microsoft Corporation is an American multinational technology corporation producing computer software, consumer electronics, personal computers, and related services headquartered at the Microsoft Redmond campus located in Redmond, Washington, United States. Its best-known software products are the Windows line of operating systems, the Microsoft Office suite, and the Internet Explorer and Edge web browsers. Its flagship hardware products are the Xbox video game consoles and the Microsoft Surface lineup of touchscreen personal computers. Microsoft ranked No. 21 in the 2020 Fortune 500 rankings of the largest United States corporations by total revenue; it was the world's largest software maker by revenue as of 2019. It is one of the Big Five American information technology companies, alongside Alphabet, Amazon, Apple, and Meta.

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

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 call.

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/>

Your opinion: This is a dream company.

Company 2: Adobe

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

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

Glassdoor: <https://www.glassdoor.com/Reviews/Adobe-Reviews-E1090.htm>

Company Description:

Adobe Inc. originally called Adobe Systems Incorporated, is an American multinational computer software company incorporated in Delaware and headquartered in San Jose, California. It has historically specialized in software for the creation and publication of a wide range of content, including graphics, photography, illustration, animation, multimedia/video, motion pictures, and print. Its flagship products include Adobe Photoshop image editing software; Adobe Illustrator vector-based illustration software; Adobe Acrobat Reader and the Portable Document Format (PDF); and a host of tools primarily for audio-visual content creation, editing and publishing. Adobe offered a bundled solution of its products named Adobe Creative

Suite, which evolved into a subscription software as a service (SaaS) offering named Adobe Creative Cloud. The company also expanded into digital marketing software and in 2021 was considered one of the top global leaders in Customer Experience Management (CXM).

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

Interview Process:

Step 1: Submit an application.

Step 2: Introductory phone interview .

Step 3: Hiring Manager Interview.

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/careers/interviewing-at-adobe.html>

Your opinion: This is a dream company.

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 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.

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.

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.

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").

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.

Step 7: Salary negotiation.

Finally, once you've passed each of the six steps above, you'll receive your offer package from Google.

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

Your opinion: This is a dream company.

Company 4: Brain Station 23.

Website: <https://brainstation-23.com/>

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

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

One sentence to describe: Brain Station 23 is the best place to work as a software engineer.

Interview Process:

Step 1: Resume screen

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Step 2: Recruiter call

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Step 3: Phone screen(s)

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Step 4: Onsite interviews

Step 5: Hiring committee

Step 6: Team match

Step 7: Salary negotiation

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

Your opinion: This is a dream company.

Company 5: BJIT Group.

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

Job Site: <https://bjitgroup.com/career>

Glassdoor: <https://www.glassdoor.com/Reviews/BJIT-Reviews-E623352.htm>

Company Description:

BJIT is a global software development and IT services company, created as a joint enterprise between Japanese and Bangladeshi entities. We serve enterprise, SME, and start-up customers to build, optimize, or scale their internal business software as well as their software products. We have two decades of experience serving global enterprise customers and are CMMI Level 3 and ISO 9001 certified. Our 750+ talented software developers serve our customers while working out of offices in four countries with our primary development center in Dhaka, Bangladesh.

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

Interview Process:

Step 1: Written test

Step 2: Technical interview

Step 3: Interview with company's higher authority.

Relevant Links: <https://www.glassdoor.com/Interview/BJIT-Interview-Questions-E623352.htm>

Your opinion: This is a dream company in Bangladesh.