Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Bangladeshi Company

Company 1: BJIT GROUP

Website: https://dream71.com/

Job Site: https://bjitgroup.com/software-development-case-studies
Glassdoor: https://www.glassdoor.com/Search/results.htm?keyword=BJIT%20Group

Company Description:

BJIT is a global software development and IT services company, which was established as a partnership between Japanese and Bangladeshi businesses. They serve enterprise, SME, and startup customers with the development, optimization, and scaling of both their internal business software and software products. They are CMMI Level 3 and ISO 9001 certified, and they have twenty years of expertise working with large, international corporations. Their 750+ talented software engineers perform from locations across four nations, with our main development center located in Dhaka, Bangladesh, to service their customers. The company has highly skilled offsite as well as on-site engineers - its resources are deployed in all its global offices in Japan, Finland, Singapore, the U.S.A., Sweden, Netherlands, and Bangladesh.

Interview Process:

 Step 1: Resume shortlist
- First of all they check all the resume.
- Then they shortlisted their resume according to their requirements

Step 2: Written exam

- MCQ based questions.
- Scenario-based questions.
- QA Documentation.

Step 3 : Technical interview

- Black box testing
- White box testing
- API testing

Step 3 : HR Viva

- The BJIT Ltd. HR organized a meeting .In this session, they questioned you about your accomplishments, your experiences, and yourself.

Step 4 : Salary negotiation

- If they satisfied to the candidate answer then they discuss about salary and ensure the candidate to join their company & offer a job letter to join.

Relevant Links:https://tahanima.github.io/2021/09/23/recruitment-stories-experienceof-farjana-at-bjit/

My Opinion:

There are good working environment with having knowledge sharing options and it has working opportunity with foreign clients .I think As beginner it is the best option for me because I can collaborate with the international company and getting more experience.

Company 2: Brain Station 23

Website: https://brainstation-23.com/?bc
Job Site: https://erp.bs-23.com/jobs
Glassdoor: https://www.glassdoor.com/Reviews/Brain-Station-23-Reviews-E580909.htm

Company Description:

Raisul Kabir, the founder and CEO of Brain Station 23, is among the most impressive people I've had the privilege of speaking with. He is a well-known technology entrepreneur in Dhaka, a creative thinker, and an excellent person. You'll discover that Mr. Raisul is intelligent and generous with the lessons he's learned over a successful business path, how he thinks and addresses obstacles, and how he maintains interest and enthusiasm to learn in this intriguing conversation, I'm sure. He imparts insightful knowledge on developing a business from the ground up, the value of delegation and human empowerment, fostering a culture of safe learning, how to approach problems and challenges, how to research potential strategies, and how our limited exposure to both life and work results in strategic mistakes.

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:

- 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.

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. If anyone is able to shine in this assessment test and she got selected for the next phase.

Step 4: Technical and HR Interview

In this phase, interviewer will go through the technical interview first and then, the HR interview. She/he was asked questions from her resume, such as the projects she had completed in her university, her research publications, previous job experiences, and so on. Then, she was given a few problems to solve and was asked about her choices of approach, the time complexity of her solutions, and so on. In the HR interview, she was asked a couple of questions about her background, her interests, and her preferred tech stack. If interviewer nailed the interview and eventually, received an offer from Brain Station 23.

Relavent Links: https://tahanima.github.io/2020/06/21/recruitment-stories-experience-of-proteeti-at-bs23/

Your opinion: Perspective in Bangladesh region it is first and one priority for me and most of the intern student or qualified candidates because this is the one who are giving the most chance to new comer in this sector and also the review of this company is far good than any other IT company in Bangladesh.

International Company

Company 3: Dropbox

Website: : https://www.dropbox.com/
Job Site: https://jobs.dropbox.com/
Glassdoor: https://www.glassdoor.com/Interview/Dropbox-Interview-Questions-E415350.html

Company Description:

One of the most valuable startup companies in the world, Dropbox is a top provider of cloud software solutions. Software engineers and developers that want to work in a dynamic environment, secure competitive pay packages, and further their professional careers will find it to be a desirable location to work given its $10 billion valuation. As a top provider of cloud software solutions, Dropbox has been named one of the most valuable startup companies in the world.

Interview Process:

Step 1: The First Pre-Screening
Step 2: Telephone Technical Screening Interview
Step 3: Local Interview
Step 4: Domain Examination

Relavent Links : https://www.interviewkickstart.com/interview-questions/dropbox-interviewquestions

Your opinion: one of the world's most valuable startups.

Company 4: MongoDB

Website: www.mongodb.com
Job Site: www.mongodb.com/careers
Glassdoor: glassdoor.com/HYPERLINK
"https://www.glassdoor.com/Overview/Working-at-MongoDB-EI_IE433703.11,18.htm"Mongodb

Company Description:

A cutting-edge developer database platform is necessary in today's data-driven market, and MongoDB continues to offer just that. With its flagship Atlas, Enterprise Advanced, and Community Edition offerings, it helps clients in the financial services, telecommunications, healthcare, and other crucial areas leverage the revolutionary power of data. MongoDB, which was first introduced in 2007 in collaboration with Internet advertising business DoubleClick, uses the most recent technologies to assist clients in resolving their most difficult problems.

Interview Process:

Step 1: Tele/Video Call Interview
Step 2: Online task exam
Step 3: The Face-to-Face Interview.
Step 4: Interview Panel.
Step 5: Group Interview.
Step 6: Selection on Board

Relevant Links:

https://www.mongodb.com/developer/languages/javascript/introduction-to-linked-lists-and-mongodb/.

Your opinion: With options like a generous benefits package and a competitive compensation, Mongodb delivers an exceptional and alluring corporate culture that places a strong emphasis on work-life balance.

Company 5: DataRobot

Website: https://www.datarobot.com/
Job Site: https://www.datarobot.com/careers/
Glassdoor: https://www.glassdoor.com/Overview/Working-at-DataRobot-EI_IE911432.11,20.htm

Company Description:

DataRobot is a pioneer in cloud-based AI services after being founded in 2012 with the goal of democratizing access to AI. DataRobot, founded by data scientists Jeremy Achin and Tom de Godoy, helps clients swiftly transform data into value by offering a distinctive, unified platform coupled

with a strategic native AI success team. This empowers enterprises to leverage the revolutionary power of AI. DataRobot raised $300 million in Series G fundraising in 2021 at a $6.3 billion post-money valuation under the direction of CEO Dan Wright.

Interview Process:

Step 1: Book a DataRobot mock interview.

Step 2: A 60-minute session with a DataRobot expert.

Step 3: Watch recorded DataRobot mock interviews.

Step 4: Listen to a real interview.

Step 5: Read DataRobot interview guides.

Step 6: Understand the end-to-end interview process.

Relevant Links: https://www.datarobot.com/platform/

Your opinion: In my experience, the DataRobot Enterprise AI Platform is considerably more practical, user-friendly, and reliable than the alternatives I've tried. Its integration is a benefit, enabling our staff to incorporate it into their current work environment and making it more suitable and ideal for all use cases.