

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G-55
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## Company Name & Region

Company 1:	Microsoft International	Multinational
Company 2:	Meta (Facebook) International	Multinational
Company 3:	Dropbox International	Multinational
Company 4:	Tiger IT Bangladesh	Bangladesh
Company 5:	Brain Station 23 Bangladesh	Bangladesh

## Company 1: Microsoft

**Website:** <http://www.microsoft.com>

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

**Glassdoor:** <https://www.indeed.com/cmp/Microsoft/reviews>

### 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; [2] 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.

# Interview Process:

## Step 1: Phone screen

Like in any standard phone screen, you will walk through your resume. The recruiter will also ask behavioral questions to gauge your curiosity, openness to learning, and leadership qualities. For developer or engineer roles, the phone screen is slightly longer (45 minutes) and consists of technical questions about data structures and algorithms. One coding question will be administered through a shared editor, and you will have 30 minutes to develop a solution, similar to a remote whiteboard exercise. While C# is Microsoft's proprietary programming language for the Windows.NET framework, developers aren't required to know any specific language.

## Step 2: Phone interview

While this is most common in technical roles, other folks may also be asked to complete a phone interview. This will happen 1-2 weeks after your phone screen, if all goes well. The recruiter will share an agenda and potential questions/topics ahead of time. Remember that in each subsequent round, the people interviewing you are higher up in the organization. Therefore, make sure your communication skills are sharp and your professionalism shines through.

For engineering roles: Engineers may be asked to do a second phone interview with a senior developer or engineering manager. Candidates are expected to understand data structures such as arrays, stacks, queues, linked lists and hash tables, as well as algorithms such as breadth-first search, depth-first search, quicksort, merge sort and divide and conquer.

## Step 3: On-site interview

For non-developer roles, most candidates who pass the phone screen will move directly to this stage. They will interview onsite at the Microsoft location for which they are applying (Seattle, Redmond, or the Bay Area), all expenses paid by the company. During the coronavirus pandemic, interviews are being conducted virtually.

## Step 4: HR interview

Within one week of their onsite interview, candidates either receive an offer or rejection, or are invited back for one final HR round. Current and former Microsoft employees on Quora describe it as mere formality: the hiring manager does a final interview consisting of behavioral and technical questions to ensure you're the right fit, and to discuss salary and benefits.

**Relevant Links:** <https://candor.co/articles/interview-prep/decoding-the-interview-process-at-microsoft-interview>

**Your opinion:** This is one of my favorite company in recent times. This company never lose its weight in this sector even some bad time they stood up strongly as always.

# Company 2: Meta (Facebook)

Website: <https://about.meta.com/technologies/facebook-app/>

Job Site: <https://www.metacareers.com/jobs/>

Glassdoor: <https://www.glassdoor.com/Reviews/Meta-Reviews-E40772.htm>

## Company Description:

Meta Platforms, Inc., doing business as Meta and formerly named Facebook, Inc., and The Facebook, Inc., is an American multinational technology conglomerate based in Menlo Park, California. The company owns Facebook, Instagram, and WhatsApp, among other products and services. Meta was once one of the world's most valuable companies, but as of 2022 is not one of the top twenty biggest companies in the United States. It is considered one of the Big Five American information technology companies, alongside Alphabet, Amazon, Apple, and Microsoft.

## Interview Process:

### Step 1: Recruiter Phone Screens

The Facebook interview process starts off with a phone call from a recruiter. This is a brief prescreening interview that typically lasts around 30 minutes. The recruiter will ask about your background, professional experience, projects, accomplishments, and other qualifying qualities.

### Step 2: Technical Phone Screens

The next step is a technical phone interview to analyze your coding skills. Meta typically has a software engineer interviews their candidates. Some product management roles don't require a technical interview but technical skills are encouraged. The entire technical phone interview usually takes around 45 to 50 minutes. You can expect to spend around 5 to 15 minutes discussing your resume with the interviewer. After that, you will be asked to complete 1 or 2 coding questions within around 30 minutes. Questions are frequently on data structures, algorithms, and time complexity.

### Step 3: Virtual On-Site Interviews

Meta's on-site interviewing includes four to five interviews split into separate rounds. There are three interview categories: Ninja (coding), Pirate (systems or product design), and Jedi (culture fit and behavioral).

### Ninja - Coding Interviews

Applicants usually go through two coding interviews, sometimes more and the questions revolve around data structures and algorithms. The rounds are around 45 minutes each and done through an online collaborator app.

### **Pirate - System and Product Design**

There are at least two system and product design interview rounds. These are also around 45 minutes each. These ask you high-level design questions, usually with no coding involved.

### **Jedi - Culture and Behavioral**

There's usually only one behavior and culture fit for the interview round. Like the others, this interview lasts for around 45 minutes.

### **Step 4: Candidate Review Meetings**

The candidate review meeting is the first stage of Facebook's hiring decision. These meetings are held by the team leaders and managers for the position you're applying to.

### **Step 5: Hiring Committee Review**

A hiring committee made up of senior executives makes the final decision in the hiring process. This committee looks over the review team's recommended candidate and examines the candidate information packet.

### **Step 6: Offer**

The recruiter will always call to let you know the final decision. A hiring offer means you can jump into salary and benefit negotiations.

**Relevant Links:** <https://blog.tryexponent.com/the-meta-facebook-interview-process/>

**Your opinion:** This is my one of the biggest dream company. I am trying my best to put in this level.

## **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:**

Dropbox is a leading cloud software solutions provider and has been ranked as one of the most valuable startup firms in the world. Its \$10 Billion valuation makes it an attractive place for software engineers and developers who wish to work in a stimulating environment, lock attractive compensation packages, and scale up their professional careers. One sentence to describe: Dropbox is a leading cloud software solutions provider and has been ranked as one of the most valuable startup firms in the world.

## Interview Process:

### Step 1: The Initial Pre-Screen

If your resume is shortlisted for the role, you'll be contacted by a recruiter who'll ask you basic questions about your experience and skills in general.

### Step 2: The Technical Phone Screen Interview

The Technical Phone Screen is the first real test of your Dropbox interview. It typically lasts 30-45 minutes, during which you're asked to solve a coding problem or two on algorithms and data structures. In this round, your overall approach to problem-solving is carefully evaluated. You'll be asked to brute force the solution before proceeding to write the code.

### Step 3: On-site Interview

The on-site interview at Dropbox consists of three main rounds. However, the number of actual rounds can vary depending on the seniority of the position.

#### The coding round:

Where you're asked to solve 1-2 problems on core data structures and algorithms.

#### The design round:

Where you're asked to design an arbitrary system and discuss its scalability, latency, and security aspects.

#### The behavioral round:

Where you're assessed if you're the right fit through questions about behavioral conduct at the workplace, past situations, work-life balance, relationships with colleagues, and the company's culture, among other things. There can be additional rounds depending on the position and level you're applying to. Levels IC-5 and above usually have an additional design round, while IC-1 to IC-4 can have additional coding rounds. Essentially, there's more focus on the design aspect for senior positions and an increased focus on the coding aspect for junior engineering roles.

### Step 4: Domain Interview

Based on the specific domain you're applying to, your on-site will have a round where hiring managers evaluate your domain knowledge. For instance, if you're applying for a Machine Learning role, or a role specific to a certain product or service of the company, you can expect questions around domain concepts.

**Relevant Links:** <https://www.interviewkickstart.com/interview-questions/dropbox-interview-questions>

**Your opinion:** In a short time, the success of this company is admirable. It is one of the most valuable startup firms in the world.

# Company 4: Tiger IT Bangladesh

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

Job Site: <https://www.tigerit.com/projects.html>

Glassdoor: <https://www.glassdoor.com/Reviews/Tiger-IT-Reviews-E3037221.htm>

## Company Description:

We work in mission critical environments with large volumes of sensitive data, so our highly experienced team strives to reduce risk, improve performance and promote sustainable business. Government and state agencies rely on us in designing and implementing end-to-end ID management solutions. We bring innovation not only in our technologies but also in the way we manage our projects and deliver our solutions. Our expertise in consultancy, project management, training and support combined with our relentless quest for customer satisfaction through on-time, on-budget and on-spec delivery of complex turnkey solutions, has earned Tiger IT an enviable reputation in the industry.

## Interview Process:

### Step 1: Computer Science and Programming Basics

The interviewers asked questions about operating systems basics such as threads and multiprocessor, and python specific programming concepts such as list comprehension, generator, and decorator.

Also, they asked an initial question followed by multiple scenario-specific supplementary questions.

### Step 2: Problem Solving Test

The interviewers shared a Google Doc with candidates that contained six programming problems related to data structures and algorithms (graph theory and greedy techniques, in particular). They gave candidates the option to solve the problems in any programming language he preferred. Candidates chose Python to solve the problems. While coding the solution, Candidates turned on screen sharing, and the interviewers assessed his solution approach. They asked multiple supplementary questions about the solution strategy and asked Candidates for certain modifications in his solution that Saif had to implement immediately.

### Step 3: Machine Learning Theory and Applications

The interviewers some questions on:

- core linear algebra concepts such as singular value decomposition, linear transformations, and geometric perspective of eigenvalues
- machine learning theory related questions such as the information-theoretic concept of cross-entropy loss, expected values, and conditional probabilities

- application-related questions such as PyTorch concepts and optimizers.
- Also, the interviews asked questions about research publications.

**Relevant Links:** <https://tahanima.github.io/2021/01/16/recruitment-stories-experience-of-saif-at-tigerit/>

**Your opinion:**

It is one of the good IT company of the Bangladesh. It is suggested for new comer in this sector. It is also in my choice of in my region.

## Company 5: 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:

Brain Station 23 Founder and CEO Raisul Kabir is one of the most impressive individuals and entrepreneurs I've had the pleasure to interview. He's one of the prominent technology entrepreneurs in Dhaka, an original thinker, and a wonderful human being. In this fascinating interview, I'm sure you'll find that Mr. Raisul is wise and generous with the lessons he's learned over an accomplished entrepreneurial journey, how he thinks and approaches challenges, and maintains curiosity and eagerness to learn. He shares powerful lessons about growing a business from scratch, the importance of delegation and empowering people, creating a culture of safe learning, how to think about problems and challenges, how to investigate a potential strategy, how our limited exposure to life and work leads to strategic missteps, how to think about strategy and growth and how to ensure constant improvement in key areas of your personal and professional life. This was a much longer interview, so we had to break it up into two parts. This is the first part of the interview.

### 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. 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.

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

**Your opinion:** 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.