Assignment 2

Software Companies and their Recruitment Procedure.

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| Course | Software Project IV |
| Section | F-55 |
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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 (Google), a subsidiary of Alphabet Inc, is a provider of search and advertising services on the internet. The company focuses on business areas such as advertising, search, platforms and operating systems, and enterprise and hardware products. Its portfolio of products and services include Google Search, Google Chrome, Google Docs, Google Calendar, Google Photos, Google Meet, Google Drive, Google Finance, Google Play Books, Google News, Google Earth, Google Ad Manager, Google Play, AdMob, Google Maps, AdSense, Gmail, Google Groups, and YouTube among others. The company has business presence across the Americas, Europe, Asia-Pacific, Africa and the Middle East. Google is headquartered in Mountain View, California, the US.

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

## Interview Process:

Step 1: Resume screen

Step 2: Recruiter call

Step 3: Phone screen(s)

Step 4: Onsite interviews

Step 5: Hiring committee

Step 6: Team match

Step 7: Salary negotiation

**Relavent Links:** <https://igotanoffer.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 2: Meta

**Website:** https://investor.fb.com/home/default.aspx

**Job Site:** https://www.metacareers.com/

**Glassdoor:** https://www.glassdoor.com/metacareers

## Company Description: Meta Platforms operates as a social networking company worldwide. The company engages in the development of social media applications for people to connect through mobile devices, personal computers, and other surfaces. It enables users to share opinions, ideas, photos, videos, and other activities online. The firm's products include Facebook, Instagram, Messenger, WhatsApp, and Oculus. The company was founded by Mark Elliot Zuckerberg, Dustin Moskovitz, Chris R. Hughes, Andrew McCollum, and Eduardo P. Saverin on February 4, 2004 and is headquartered in Menlo Park, CA.

## Interview Process:

Step 1: Resume screen

Step 2: Recruiter call

Step 3: Phone screen(s)

Step 4: Onsite interviews

Step 5: Debrief

Step 6: Candidate review / hiring committee

Step 7: Salary negotiation

**Relevant Links:** https://moz.com/learn/seo/meta-description

**Your opinion:** Best Choice

Company 3: Adobe

**Website:** https://www.adobe.com/

**Job Site:** https://careers.adobe.com/us/en

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

## Company Description: M Adobe Inc. operates as a diversified software company worldwide. It operates through three segments: Digital Media, Digital Experience, and Publishing and Advertising. The Digital Media segment offers products, services, and solutions that enable individuals, teams, and enterprises to create, publish, and promote content; and Document Cloud, a unified cloud-based document services platform. Its flagship product is Creative Cloud, a subscription service that allows members to access its creative products. This segment serves content creators, workers, marketers, educators, enthusiasts, communicators, and consumers. The Digital Experience segment provides an integrated platform and set of applications and services that enable brands and businesses to create, manage, execute, measure, monetize, and optimize customer experiences from analytics to commerce. This segment serves marketers, advertisers, agencies, publishers, merchandisers, merchants, web analysts, data scientists, developers, and executives across the C-suite. The Publishing and Advertising segment offers products and services, such as e-learning solutions, technical document publishing, web conferencing, document and forms platform, web application development, and high-end printing, as well as Advertising Cloud offerings. The company offers its products and services directly to enterprise customers through its sales force and local field offices, as well as to end users through app stores and through its website at adobe.com. It also distributes products and services through a network of distributors, value-added resellers, systems integrators, software vendors and developers, retailers, and original equipment manufacturers. The company was formerly known as Adobe Systems Incorporated and changed its name to Adobe Inc. in October 2018. Adobe Inc. was founded in 1982 and is headquartered in San Jose, California.

## Interview Process:

Step 1: Phone screen(s)

Step 2: Technical Phone Screen with a Recruiting Manager

Step 3: Online Technical Assessment

Step 4: Aptitude and Logic

Step 5: Technical and Coding

Step 6: On-site Interview

Step 7: HR Interview

**Relevant Links:** https://helpx.adobe.com/acrobat/using/links-attachments-pdfs.html

**Your opinion:** 3rd Choice

Company 4: Brain Station 23 Ltd

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

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

**Glassdoor: https:** //www.glassdoor.com/Salary/Brain-Station-23-Bangladesh-Salaries-EI\_IE580909.0,16\_IL.17,27\_IN27.htm

## Company Description: Brain Station 23 Limited is a homegrown software development company providing state-of-the-art software & IT solutions for fintech, telco, eCommerce, pharma, manufacturing, retail, etc. industries both locally & globally since 2006.

## Interview Process:

Step 1: Applying for the Job

Step 2: Got the call

Step 3: Written Exam

Step 4: Interview

Step 5: HR interview

**Relevant Links:** https://pitchbook.com/profiles/company/179707-24

**Your opinion:** Best Choice

Company 5: Bashundhara Group

**Website:** [**https://www.bashundharagroup.com/**](https://www.bashundharagroup.com/)

**Job Site:** [**https://jobs.bdjobs.com/companyofferedjobs.asp?id=19250&alias=0&companyname=Bashundhara+Group**](https://jobs.bdjobs.com/companyofferedjobs.asp?id=19250&alias=0&companyname=Bashundhara+Group)

**Glassdoor:** [**https://www.glassdoor.com/Overview/Working-at-Bashundhara-Group-EI\_IE802989.11,28.htm**](https://www.glassdoor.com/Overview/Working-at-Bashundhara-Group-EI_IE802989.11,28.htm)

## Company Description:

## Bashundhara Group (Bengali: বসুন্ধরা গ্রুপ) is a Bangladeshi conglomerate. It is one of the largest manufacturing companies in Bangladesh. It was incorporated in 1987 as a real estate company venture under the name East West Property Development Ltd (EWPD). The first project of EWPD turned out to be very successful. After then, the company grew very quickly. It presently owns more than 50 major concerns located throughout Bangladesh

## Interview Process:

After getting the approval from HR department of Basundhara group they post jobs in online platforms (e.g.: BDjobs,). They’re now in a contract with LinkedIn. From January 2018 they will start recruiting through it. According to their information BDjobs is one of their major source for mid-level managers. For higher and lower level managers they post in newspapers. When they receives CVs from the candidate, they check it and select it according to their need and desire. After selecting them first they arrange a written exam. And then they send them in assessment center. It help them to fit the candidates in their related position.

**Relevant Links:** [**https://www.coursehero.com/file/prr1np/After-getting-the-approval-from-HR-department-of-Basundhara-group-they-post/**](https://www.coursehero.com/file/prr1np/After-getting-the-approval-from-HR-department-of-Basundhara-group-they-post/)

**Your opinion: Another biggest company of Bangladesh**