

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G-55
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## Company 1: 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:

As one of the top software providers in the world, tech giant Adobe serves millions of users across the globe. Since its start in 1982, the company has primarily been known for its multimedia and creativity software offerings. Its popular products include Photoshop, Acrobat Reader, and Creative Cloud. As of 2022, Adobe has more than 26,000 employees worldwide, about 40% of whom work in San Jose, California, where the company maintains its headquarters. On top of that, Adobe has field offices in about 30 countries across the Americas, Asia, and Europe. It also has major development operations in India. A long-time publisher of traditional software packages, Adobe was instrumental in the creation of the desktop publishing industry. Since then, the company has found tremendous success by adapting to shifts in the market, leading the charge into the cloud and subscription-based business model. Propelled by these digital offerings, its revenue more than doubled between 2015 and 2019. More recently, Adobe achieved record quarterly revenue of \$4.39 billion in the second quarter of its fiscal year 2022.

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

### Interview Process:

- i. Submit an application

- ii. Introductory phone interview
- iii. Hiring Manager Interview
- iv. Assessment
- v. Face-to-Face Interviews
- vi. Decision Stage
- vii. Offer & Pre-Employment Checks
- viii. New Hire Onboarding

**Relevant Links:** <https://www.adobe.com/careers/interviewing-at-adobe.html>

**Your opinion:** This is my dream company.

## Company 2: MathWorks

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

**Job Site:** <https://www.mathworks.com/company/jobs/opportunities.html>

**Glassdoor:** <https://www.glassdoor.com/Reviews/MathWorks-Reviews-E17117.htm>

### Company Description:

Private mathematical computing software company MathWorks remains one of the top names in advanced computing and data analysis. The company has been behind some of the landmark evolutions in mathematical computing for decades, growing from MATLAB, a free software for academics created by Cleve Moler in the 1970s, into an eminently profitable software company with a team of more than 3,000 working in 16 countries and revenue approaching \$1 billion. From its campus in Natick, Massachusetts, MathWorks has become an industry leader in fostering new developments in deep learning, IoT, and AI, hosting an annual MATLAB EXPO online conference to feature new applications of its signature MATLAB and Simulink products. It is headed by its Chief Executive Officer and Co-Founder Jack Little, who was responsible for early versions of MATLAB and who built the company into the powerhouse it is today.

### Interview Process:

- i. Submit Application
- ii. Show Off Your Skills
- iii. Talk with a Manager
- iv. Impress the Hiring Team
- v. Onboarding: Getting Started at MathWorks

**Relevant Links:** <https://www.mathworks.com/company/jobs/students/how-we-hire.html>

**Your opinion:** It will be an honor for me to work in this company.

## Company 3: Mediaocean

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

**Job Site:** <https://www.mediaocean.com/openings>

**Glassdoor:** <https://www.glassdoor.com/Reviews/Mediaocean-Reviews-E538207.htm>

## Company Description:

Mediaocean is one of the world's largest advertising software companies, responsible for more than \$200 billion in advertising spending every year. The company is noted for its pioneering use of AI and machine learning to connect brands and media institutions to their audiences using cutting-edge solutions for advertising purchasing, integration, and management. It was founded in 1967 as Donovan Data Systems, and has been led by celebrated entrepreneur and Chief Executive Officer Bill Wise since its merger with MediaBank and launch under the Mediaocean banner in 2011. Recent years have seen Mediaocean pursue an assertive expansion plan, announcing acquisitions of media tech providers MBS, 4C Insights, and Flashtalking. The company has accrued numerous awards for its corporate culture and technological achievements, and last year it was named a G2 Enterprise leader in cross-channel advertising as well as a Gartner 2021 Magic Quadrant leader in advertising technology. With 1,700 employees working in 30 offices around the world, the company helps a 100,000-strong client base get out the word about their businesses with tech-forward omnichannel advertising.

## Interview Process:

- i. Screening interview
- ii. Phone screen interviews
- iii. First in-person interview
- iv. Competency interview
- v. Second and third interviews
- vi. Invitation to a social gathering
- vii. Final interview
- viii. Background check
- ix. Job offer

**Relevant Links:** <https://recruitee.com/articles/job-interviewing-process>

**Your opinion:** It will be an honor for me to work in this company.

## 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/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.advertising.

## Interview Process:

- i. MCQ Based Remote Online Test
- ii. Written Test
- iii. Assessment Test
- iv. Technical and HR Interview
- v. Job offer

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

**Your opinion:** It will be an honor for me to work in this company.

## Company 5: TigerIT Bangladesh Ltd.

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

**Job Site:** [https://web.facebook.com/tigerit/posts/job-postjob-title-software-engineer-garequirements-bachelors-degree-in-computer-/3231891820170456/?\\_rdc=1&\\_rdr](https://web.facebook.com/tigerit/posts/job-postjob-title-software-engineer-garequirements-bachelors-degree-in-computer-/3231891820170456/?_rdc=1&_rdr)

**Glassdoor:** <https://www.glassdoor.com/Reviews/Tiger-IT-Bangladesh-Reviews-E559245.htm>

## Company Description:

Tiger IT builds on over ten years of experience in software development. It is one of the leading software companies in Bangladesh, pioneering in biometrics and is a world leader in Automated Fingerprint Identification System (AFIS). Tiger IT is one of the few companies worldwide to develop an NIST certified AFIS, and the first among the South Asian countries. They feel proud to represent Bangladesh at the forefront of biometrics and information technology. Tiger IT developed the complete software solution for the national ID and voter registration project for the general election of Bangladesh in 2008. The project was undertaken by the Bangladesh Election Commission in collaboration with the Bangladesh Army. The 2008 election marked a new milestone in the history of Bangladesh's democracy with a turnout of over 80% voters. It was the first time that the citizens of Bangladesh used national ID cards with photographs. Over 80 million people and 320 million fingerprints were enrolled in 11 months. It involved more than 20,000 personnel, 500 ID management servers developed by Tiger IT, and over 8,000 laptop computers equipped with Tiger IT enrollment software. In effect, this project has eliminated 12.7 million fake voters.

## Interview Process:

- i. Computer Science and Programming Basics
- ii. Problem Solving Test
- iii. Machine Learning Theory and Applications
- iv. Job offer

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

**Your opinion:** It will be an honor for me to work in this company.