Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Company 1: 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 (/ˈguːgəl/ (listen)) is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, artificial intelligence,[9] and consumer electronics. It has been referred to as "the most powerful company in the world"[10] 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.[11][12][13] 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 candidates have submitted their application through Google's jobs portal, or been contacted directly via email or LinkedIn, recruiters will evaluate their resume to see if their experience aligns with the open position. If they find any potential fit resume then select that resume.

Step 2: Recruiter call :
After candidate's resume has been approved, a recruiter will get in contact with you to schedule a call. This generally lasts 20-30 minutes.

During the call, the recruiter will have a non-technical chat with them about their background and why they are interested in the job. Candidate should have answers prepared for questions like, "Tell me about yourself," "Why Google?", and "Walk me through your resume."

The recruiter will also discuss with them how the overall interview process will work. If candidate have any specific questions (e.g. timeline, location, clarification about the job description), now is the time to ask.

If all goes well, the recruiter will get back in touch with you to schedule your first interviews: the phone screens.

Step 3: Phone screen(s) :
The phone interview is mostly conducted on Hangout and in exceptional cases, it could be on phone as well. The number of interviewers could vary in this case depending on the job profile. If it is a technical job where you have to write codes and share, then it would take place in Hangout, whereas for other profiles they just take on a voice call. This interview could go up to 30-60 minutes long where interviewer ask all questions related to the job, your experience, and other interest areas.

Step 4: Onsite interviews :
At first selected candidates have to reach the Google office where they are welcomed by 4-6 people team of recruiters who give an introduction to the company and roles & responsibilities of the job profile. Google always like to welcome people to explore their environment so the recruiting team would show them the office to make them more comfortable before the interview so that they can give their best without any nervousness. The interview could be taken by a single person or more people which always varies. The face to face round also goes up to 30-60 minutes. If candidates are appearing for a technical job, the number of rounds can increase to check technical knowledge as well as attitude presentation.

Step 5: Interview feedback :
After the interview is done, they would ask you to fill the feedback form of an interview and their overall experience. Even interviewers fill the form to mention your positive and negative points as well as you fit in the given job or not. This feedback is taken to next level managers who view them to take the decision. It is not single person decision as different level people are involved in it to make the fair decision. This process takes time as very senior people of the different department are involved in it. If the candidate clears this round then he/she is taken to next round i.e. hiring committee.

Step 6: Hiring committee :
When the managers who took face to face round approves of the candidate, then that resume is taken forward to hiring committee which consists of experienced employees of a particular domain, senior managers, and directors. They check all the feedback from previous rounds, resume along with working experience. When this committee approves the candidate, it is taken forward to next level committee which is called as Compensation Committee.

Step 6: Team match :

If candidate applied and interviewed for a role that is specific to a certain team at Google from the beginning, then he will likely skip the team matching step.

Otherwise, candidates go through a separate step in order to find out which team they'll be working for at Google. This may occur before or after the hiring committee makes its decision.

If team matching occurs after the hiring committee, the candidate's information is passed along to teams with open headcount, in order to find the best fit for the new hire.

If team matching occurs before the hiring committee, the information is added to the packet of interview materials that the hiring committee evaluates to make its decision.

In either case, candidate may have an interview scheduled to meet with members of a few different teams. Here, the recruiter will inform him of the interview and of whom he/she 'll be meeting with. Google recommend that he/she research the teams ahead of the interview to get an idea of what questions to ask them, and of what you're most interested in.

As always, if candidates are unsure of any step in their specific interview process, check in with their recruiter.

Step 7: Salary negotiation :
Finally, once candidates have passed each of the six steps above, they'll receive their offer package from Google.

At this point, all that is left for them to do is negotiate their offer. Their recruiter will get in touch with them about the details, likely scheduling one final call to clarify and discuss the terms. If they have not scheduled a call, candidate can ask for one.

Of course, salary discussions can be difficult and a bit uncomfortable, especially if candidates are not used to them. Below are some tips to help to navigate salary negotiations. And we can also get salary negotiation coaching from ex-FAANG recruiters to help maximize compensation.

Relevent Links: https://guttulus.com/how-to-get-a-job-at-google-15-tips/

My opinion: This is my dream company. I admitted in CSE department because I always want to join google team as a software engineer.

Company 2: Amazon

Website: https://www.amazon.com/
Job Site: https://www.amazon.jobs/en/search
Glassdoor: https://www.glassdoor.com/Overview/Working-at-Amazon-EI_IE6036.11,17.htm

Company Description:

Amazon.com is an American multinational technology company focusing on e-commerce, cloud computing, online advertising, digital streaming, and artificial intelligence. It has been referred to as "one of the most influential economic and cultural forces in the world",[5] and is one of the world's most valuable brands.[6] It is one of the Big Five American information technology companies, alongside Alphabet, Apple, Meta, and Microsoft.

Amazon was founded by Jeff Bezos from his garage in Bellevue, Washington, on July 5, 1994. Initially an online marketplace for books, it has expanded into a multitude of product categories, a strategy that has earned it the moniker The Everything Store. It has multiple subsidiaries including Amazon Web Services (cloud computing), Zoox (autonomous vehicles), Kuiper Systems (satellite Internet), and Amazon Lab126 (computer hardware R&D). Its other subsidiaries include Ring, Twitch, IMDb, and Whole Foods Market. Its acquisition of Whole Foods in August 2017 for US$13.4 billion substantially increased its footprint as a physical retailer.

Amazon has earned a reputation as a disruptor of well-established industries through technological innovation and "aggressive" reinvestment of profits into capital expenditures. As of 2021, it is the world's largest online retailer and marketplace, smart speaker provider, cloud computing service through AWS, live-streaming service through Twitch, and Internet company as measured by revenue and market share. In 2021, it surpassed Walmart as the world's largest retailer outside of China, driven in large part by its paid subscription plan, Amazon Prime, which has over 200 million subscribers worldwide. It is the second-largest private employer in the United States.

Amazon also distributes a variety of downloadable and streaming content through its Amazon Prime Video, Amazon Music, Twitch, and Audible units. It publishes books through its publishing arm, Amazon Publishing, film and television content through Amazon Studios, and has been the owner of film and television studio Metro-Goldwyn-Mayer since March 2022. It also produces consumer electronics—most notably, Kindle e-readers, Echo devices, Fire tablets, and Fire TVs.

Interview Process:

Step 1: Pass the resume screening :

The first part of Amazon's hiring process is resume screening. In this round, recruiters will screen your resume for technical requirements, education, experience etc. to make sure you're a potential fit.

Although hiring criteria depend on roles and company, the fundamental principles of writing winning resumes at Amazon is almost identical to writing winning consulting resumes. There are three fundamental rules you must apply in your resume:

- **Rule #1: Explicitly display the skills and traits that Amazon seeks in candidates**. What Amazon looks for in its employees are: leadership ability, analytical problem-solving skills, excellent written and oral communication, "gritty" character, intense curiosity, and humility.

- **Rule #2: Write specific, result-oriented, and explicit bullets**. When talking about your experiences and achievements, the way to go is through **objective information**. A good bullet should sound something like:

- **Rule #3: Using professional, structured, and to-the point language** implicitly shows screeners that you're a good communicator. Highlighting your achievements with explicit numbers and good structures also save screening time and leaves a good impression.

Step 2: Pass the screening call

If you pass the resume screening, an internal recruiter or HR member will contact you for a 45 minutes to 1 hour call. The goal in a screening interview is to assess your communication skills, motivation, work attitude, and personality.

The majority of questions in this round will be career questions. The interviewer will review your resume and ask about your first job to most recent jobs, in chronological order. You should also expect basic fit interview questions, aimed at assessing your fit for the role. Example questions are:

- Why are you interested to work at Amazon?

- How do you imagine a typical day in this job?

- Tell me something about yourself.

- What motivates you in work?

- Which Amazon leadership principle resonates the most with you, and why?

- What do you like the most about Amazon? What do you not like?

Relevant Links: https://www.aboutamazon.com/news/workplace/applying-at-amazon-7-tips-from-recruiters

My opinion: It is one of the biggest e-commers company in the world and it has a nice place to work. Amazon is my 2nd favourite international company to work.

Company 3: GitHub

Website: https://github.com/
Job Site: https://github.com/about/careers
Glassdoor: https://www.glassdoor.com/Reviews/GitHub-Reviews-E671945.htm

Company Description:

GitHub, a Microsoft subsidiary, is a provider of Internet hosting for software development and version control using the open-source Git platform. Founded in 2008 by a group of software developers and entrepreneurs, GitHub enables millions of developers and companies to build, ship, and maintain their software on the largest and most advanced development platform in the world. The company supports more than 83 million developers and four million organizations, including 90% of the Fortune 500 list.

GitHub began as a bootstrapped business and in 2018 was acquired by Microsoft for $7.5 billion. In 2022, the platform launched its Copilot AI tool, which assists developers inside their code editor with suggestions and recommendations. The utility is free for students learning to write code and is generally available to all developers.

Interview Process:

Step 1: Github Job Application Process
The first step for applying for any job at Github is to fill out the online job application form on the company's website or through an email that they provide.
The application should include your resume and cover letter along with information about what skills and experience you have.
You may also be asked to upload some samples of your work. After submitting the application, it usually takes 2–3 weeks before receiving a response. If there are no immediate openings, you might receive a follow up email asking if you would like to hear more about other opportunities at the company.

Step 2: Github Job Assessment Test
After receiving your application, Github conducts a technical assessment test. This is called "Code School". During the Code School, you will get a chance to practice coding problems using their own IDE. They will give you feedback after each problem.

Step 3: Github Interview Process
Once you pass the technical assessment test, you will go through an interview process. Phone screening is done over the phone. Onsite interview is conducted by one or two members from the team. At the end of the interview, you will be given a final offer.

Relevant Links: https://www.hackertrail.com/talent/tips/7-tips-to-improve-your-github-to-landjob/#:~:text=7%20Tips%20to%20Improve%20Your%20GitHub%20Profile%20to,7%207.%20Think%20as%20a%20recruiter%20would%20

My opinion: It's a great tech company I like to share space with talented engineers in near future.

Company 4: Digicon Telecommunication Ltd

Website: https://www.confidencegroup.com.bd/digicon.php
Job Site: https://www.confidencegroup.com.bd/career.php
Glassdoor: https://www.glassdoor.com/Reviews/Digicon-Telecommunication-Dhaka-Reviews-EI_IE606891.0,25_IL.26,31_IM1237.htm?filter.iso3Language=eng

Company Description:

DigiCon Telecommunication Limited is a concern of Confidence Group, which commenced in 2012. DigiCon is an International Gateway (IGW) service provider, offering high quality call routing and call termination facilities. Looking beyond the complicated technologies and complex systems used in this line of business, their task is simple: to connect people. Whether in Bangladesh or beyond, you shall be patched through to anybody you wish to be connected with.

They are social beings and live in a global village, and with social media encircling our lives, it is a fact that the need for communication between people is crucial; now more than ever. In this day and age, mobile phones provide a fantastic medium for us, cutting down distances and eradicating borders. This is where DigiCon Telecommunication Limited comes in.

Their technological Point of Presence (PoP) in the United Kingdom also functions a global meeting space for numerous foreign carriers and allows mobile operators to save value.

It is located at banani Dhaka.

Interview Process:

Step 1 : Resume Screen

The first part of Digicon's hiring process is resume screening. In this round, recruiters will screen resumes for technical requirements, education, experience etc. to make sure candidate are a potential fit.

Step 2 : Phone Call

When a candidate is selected by Resume screen, then the recruiter will call the candidates to know about him/her and fix a date and time to arrange a google meet online.

Step 3 : Online Assessment

They arrange a online assessment where have some basic questions like basic English, basic Mathematics and basic ms office. If the candidates get minimum 30% marks then the candidates are selected for online interview.

Step 4 : Online Interview

They arrange a google meet online. Here, candidate tells about himself then recruiter start main interview, ask about programming skills, what programming language, framework, library he know. Then tests OOP, data structures, problem solving, database and git and github skills.

Step 5 : Onsite Interview

If the candidate is short listed in online interview then they arrange a onsite interview. The same test as online is taken in offline too. Here the have to code live. A hands on interview is taken. They ask questions and take code note that is written by the candidates. They mainly show here OOP skills and basic problem solving skills. they ask about programming skills, what programming language, framework, library he know. Then tests OOP, data structures, problem solving, database and git and github skills.

Step 6 : Salary Negotiation

If the candidate pass all the 5 steps then they offer a package based on experiences and skills.

Relevant Links: https://www.confidencegroup.com.bd/career.php

My opinion: I am doing internship here. Digicon telecommunication Ltd is a very good company to work and it has a very nice and friendly environment.

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 is one of the country's most renowned software development firms. Between 2006 and 2020, the company not only expanded significantly but also changed into Bangladesh's premier Software Development & Information Technology Service Provider. We've climbed to the second spot in terms of global reach, and in the process, we've established a good reputation. Our CEO, Raisul Kabir, launched Brain Station 23 in 2006, shortly after graduating from BUET, with little funding but a lot of faith. The new company began by targeting abroad markets before entering the US market in 2010. Since then, the company has grown to over 400 software experts. As a result, Brain Station 23 has become a household name in Bangladesh and in the United States as well as in Europe and the Middle East.

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.

Step 4: Technical & HR round:
In this phase, candidates went through the technical interview first and then, the HR interview. Candidates would asked questions from their resume, such as the projects she had completed in their university, research publications, previous job experiences, and so on. Then, they will be given a few problems to solve and was asked about their choices of approach, the time complexity of her solutions, and so on. After that considering your overall performance you'll get notify via phone call or mail about your job confirmation.

Relevant Links: https://medium.com/brainstation23/journey-so-far-at-brain-station-23-7c2a29032df6

Your opinion: In Bangladesh, Brain Station 23 is one of the most favourite software company to me. I will try to join at Brain Station 23 after completing my BSc program.