

# Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
Id	201-15-13675
Name	Sumaya Islam

## 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:

On the internet, Google LLC, a division of Alphabet Inc., offers search and advertising services. In the US, Mountain View, California, is home to Google's headquarters. The company focuses on industries such as enterprise and hardware goods, advertising, search, platforms, and operating systems. 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 are just a few of the items in its portfolio of goods and services. In the Americas, Europe, Asia-Pacific, Africa, and the Middle East, the company conducts business.

One sentence to describe: Search engine technology, online advertising, cloud computing

### Interview Process:

Step 1: Resume screen:

The screening of resumes is the first step in Google's hiring procedure, which is comparable to that of the majority of corporate jobs. During this phase, recruiters will review your resume to

make sure it meets the technical specifications, educational criteria, and experience needed for the position.

#### Step 2: Recruiter call:

You'll find willing managers throughout the team-matching phase to converse about the team you'd be joining and the kind of work you'd be doing. When a team expresses interest in you to your recruiter, the information is put in your portfolio, which is subsequently presented to the hiring committee.

#### Step 3: Phone screen:

In the phone screening rounds, a recruiter, usually a team member or a manager, will contact you to explain a bit about the interview process and the role you're applying for. The interview lasts 30 to 60 minutes, depending on the role.

#### Step 4: Onsite interviews:

You'll move on to the tough on-site interviews once you've passed the phone screenings. In a typical on-site interview, you will be interviewed for 45 minutes with another 4-5 people. On-site interviews usually consist of 4-5 rounds, in which two things will be assessed: your fit for the selected role; and process, teamwork, and culture fit.

#### Step 5: Hiring committee:

After passing on-site interviews, some candidates move directly to the hiring committee, but some candidates go through the team-matching phase. You'll find willing managers throughout the team-matching phase to converse about the team you'd be joining and the kind of work you'd be doing. When a team expresses interest in you to your recruiter, the information is put in your portfolio, which is subsequently presented to the hiring committee.

#### Step 6: Team Match:

You will probably skip the team matching phase if your application and interview were for a position that Google created specifically for a particular team from the start. If not, candidates must go through a different process to learn which Google team they would be working for. This could happen either before or after the recruiting committee decides. The candidate's information is distributed to teams with open headcount if team matching takes place following the hiring committee in order to determine the greatest fit for the new recruit.

#### Step 7: Salary Negotiation:

When you have successfully completed all six of the aforementioned processes, Google will send you your offer package. You now only need to discuss your offer with the other party. Your

recruiter will get in touch with you to discuss the specifics and probably arrange for one last call to go over the details and the terms. You can request a call if they haven't already.

**Relevant Links:**

<https://igotanoffer.com/blogs/tech/google-interview-process#:~:text=Here%27s%20what%20you%20need%20to,team%20matching%2C%20and%20salary%20negotiation>

**In my opinion:** the best place to work as a software engineer.

## Company 2: Microsoft

**Website:** <https://www.microsoft.com/en-us/?ql=4>

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

**Glassdoor:** <https://www.glassdoor.com/Reviews/Microsoft-Reviews-E1651.htm>

### Company Description:

The biggest provider of computer software worldwide is Microsoft. In addition, it is a top supplier of cloud computing services, online search, video games, computer hardware, and gaming software. Microsoft has operations in more than 60 nations, with its main office in Redmond, Washington. In the middle of the 1980s, Microsoft quickly ascended to the top of the personal computer operating system industry with MS-DOS, then Microsoft Windows. The business started to revamp its offerings in the 1990s and include computer networking and the World Wide Web in its product lineup. With the Windows Azure platform, Microsoft eventually entered the cloud computing space as well. Currently, Azure is Amazon's rival in terms of cloud services.

One sentence to describe: producing computer software, consumer electronics, and personal computers.

### Interview Process:

Step 1: Screening Call:

The initial screening call from Microsoft dives right in. After reviewing your resume, you will be asked a few questions about your conduct, technical skills, and coding. Additionally, they want

to assess your capacity for leadership, problem-solving, and teamwork, as well as how you handle stress. Ideally, this portion of the interview will last 15 minutes.

#### Step 2: Phone Interview:

Candidates for technical roles are frequently required to complete an additional phone interview (or two) with a Microsoft employment agent. One to two weeks had passed since the original screening call before this phone contact.

#### Step 3: On-Site Interview:

Microsoft no longer conducts in-person interviews. Four to five interviews in succession are conducted during this process, all on the same day. Each interview is conducted by two interviewers. Senior managers and developers frequently conduct these interviews. They do coding exercises as well as behavioral tests.

#### Step 4: Final On-Site Interview:

This meeting is with a senior manager who has the power to reject your entire candidacy or make you an offer of employment. The interviewer has access to all other interview results and may review them with the recruiter. They decide what will happen next.

#### Step 5: HR Interview:

Some applicants are asked to take part in an HR interview. More behavioral and/or technological issues are raised by this. This round is to make sure that you made the right decision. There is a strong likelihood that Microsoft wants to hire you if you are asked to participate in an HR interview.

#### Step 6: Offer:

Microsoft has a reputation for making offers during the interview process, but this does not always happen. The confirmation of an offer or rejection marks the end of the Microsoft interview process. Whether you did or not, they will always let you know.

#### Relevant Links:

<https://blog.tryexponent.com/microsoft-interview-process/>

**My opinion:** The best place to work as a programmer.

# Company 3: 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:

Adobe Inc., formerly known as Adobe Systems Incorporated, is an American multinational computer software firm with its headquarters in San Jose, California, and a Delaware incorporation. John Warnock and Charles Geschke founded Adobe in December 1982. In the past, it has specialized in developing and disseminating software for a variety of content types, including graphics, photography, illustration, animation, multimedia or video, motion pictures, and print. Adobe Photoshop image editing software, Adobe Illustrator vector-based illustration software, Adobe Acrobat Reader, and the Portable Document Format (PDF), as well as a variety of tools primarily for creating, editing, and publishing audio-visual content, are some of its flagship products. It is transforming how people and businesses interact, work together, and complete tasks.

One sentence to describe: Global leader in digital media and digital marketing solutions.

## Interview Process:

### Step 1: Application:

You must first file an application there. Then they will contact you if your skills and experience are a match for what they are looking for. If there isn't a match on your first application, then try again for another available role.

### Step 2: Phone Interview:

If your experiences are a match for what we're looking for, someone from their talent team will set up a time to learn more about you and answer any questions you may have about the role, the team, or Adobe in general. This is also an opportunity to ask the recruiter what to expect for the remainder of the hiring process. Depending on the outcome of the meeting, the recruiter may schedule a conversation with the hiring manager.

### Step 3: Manager Interview:

If you have a meeting with the hiring manager, be prepared to discuss the details of the position you applied for. Additionally, the hiring manager will evaluate your qualifications and level of interest.

### Step 3: Assessment:

You might be given a "take-home" evaluation, such as a role play, coding challenge, or content/writing project, depending on the position you're applying for. You can get a better understanding of the daily effort required with these assignments.

### Step 4: Face-to-Face Interviews:

The time is now to gain even more knowledge about Adobe, especially from the larger team you'll be collaborating with frequently.

### Step 5: Decision Stage:

The hiring team will debrief and make a final decision. If you're selected for the role, the recruiter will reach out with a verbal offer.

### Step 6: Offer and Pre-Employment Checks:

At this stage, an offer letter and new hire documents will be sent to you for signature. Adobe will require proof of your right to work and the contact details of your reference.

### Relevant Links:

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

**In my opinion:** the best place for creative, innovative people.

## 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:

Since 2006, Brain Station 23 Limited has offered cutting-edge software and IT solutions to the financial, telco, eCommerce, pharmaceutical, manufacturing, and retail industries both locally

and internationally. The local market was added to the new company's initial focus on the global market in 2010. Since that time, the business has continued to grow, and it now employs more than 700 software engineers. In addition to Bangladesh, Brain Station 23 is now a well-known brand in the United States, United Kingdom, Netherlands, Denmark, Japan, Norway, Sweden, Germany, Canada, Switzerland, Turkey, and other nations.

One sentence to describe: Renowned software development company in Bangladesh.

## Interview Process:

### Step 1: Online MCQ Test:

Databases, fundamental OOP ideas, data structures, output tracing, and analytical skills were the only topics covered in this hour-long remote online exam.

### Step 2: Written Test:

In the written exam, you had one hour and thirty minutes to respond to 30 questions for 100 marks. There were two main types of questions: written and multiple-choice.

### Step 3: Assessment Test:

This test happened at the office, where the selected few candidates were asked to spend the entire day there, with some fun activities arranged for them. They were divided into groups, and a task was given that needed to be solved with the help of E-R, UAT, context diagrams, or flow charts. This task was mentored by a software engineer. In a group, individual members 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 3: Technical and HR Interviews:

In this phase, you need to review your resume, such as the projects you completed at university, research publications, previous job experiences, and so on. Then, you will be asked for a few problems to solve and will be asked about choices of approach, the time complexity of the solutions, and so on. In the HR interview, you will be asked a couple of questions about your background, interests, and preferred tech stack.

### Relevant Links:

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

**My opinion:** the best software development and IT company.

# Company 5: TigerIT Bangladesh Ltd.

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

**Job Site:** <https://www.indeed.com/cmp/Tiger-IT-Bangladesh/jobs>

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

## Company Description:

TigerIT offers complete credential management systems for federal, state, and local organizations. It provides a complete turnkey solution for national IT infrastructure projects that combines cutting-edge solution design, durable back-end technology, and effective project management. TigerIT offers services for voter registration, border control, e-passports, national ID, driver's licenses, and vehicle registration and monitoring. TigerIT also offers highly specialized identity governance, enterprise single sign-on, and identity and access management solutions to big businesses, including banks, telecom firms, and multinational corporations. These solutions integrate 3rd party hardware and software with legacy systems.

One sentence to describe: offers complete credential management solutions to state and federal organizations.

## Interview Process:

Step 1: Computer Science and Programming Basics:

The interviewers can ask questions about operating system basics such as threads and multiprocessing and Python-specific programming concepts such as list comprehension, generators, and decorators. Also, they can ask an initial question followed by multiple scenario-specific supplementary questions.

Step 2: Test of Problem Solving:

The interviewers will share a Google Doc with you that contains some programming problems related to data structures and various algorithms. They will also give you the facility to solve the problems in any programming language you prefer. While coding the solution, you need to share your screen with the interviewers, and they will assess your solution approach. They can ask multiple supplementary questions about the solution strategy and ask for modifications to your solution that you have to implement immediately.

Step 3: Machine Learning Theory and Applications:

The interviewers can ask questions on core linear algebra concepts such as singular value decomposition, linear transformations, and the geometric perspective of eigenvalues; machine



learning theory-related questions such as the information-theoretic concept of cross-entropy loss, expected values, and conditional probabilities; and application-related questions such as PyTorch concepts and optimizers. Also, the interviews can ask questions about your research publications.

**Relevant Links:**

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

**My opinion:** It is one of the leading software companies in Bangladesh.