Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	E
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<u>International Company</u>

Company 1: 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: Resume screen
Step 2: Talent partner screen
Step 3: First round - GITGRUB
Step 4: Second round - pairing exercise + Hiring manager
Step 5: Final round
Step 6: THE OFFER / NO offer

Relevant Links: https://www.codinginterview.com/github-interview-process

Your opinion:

Overall, 82% of employees would recommend working at GitHub to a friend. The kind of work is very interesting. So obviously it's a dream job for me.

Company 2: Netflix

Website: https://www.netflix.com
Job Site: https://jobs.netflix.com
Glassdoor: https://www.glassdoor.com/Reviews/Netflix-Reviews-E11891.htm

Company Description:

Netflix Inc (Netflix) provides internet entertainment services for watching movies and television shows. The company offers TV shows and movies such as original series, documentaries, and feature films through an internet subscription on the TV, computer, and mobile devices. It offers DVDs by-mail service in the US.

Interview Process:

1.Prescreen with a recruiter
2.Phone call interview
3.On-site interview
- Coding Round 1
- Coding Round 2
- HR

Relevant Links: https://www.geeksforgeeks.org/netflix-recruitment-process

Your opinion:

Netflix's recruitment process is very rigorous. It will help a lot to gauge my skills. So obviously it's a dream job for me.

Company 3: Zoho

Website: https://www.zoho.com
Job Site: https://www.zoho.com/careers
Glassdoor: https://www.glassdoor.com/Reviews/Zoho-Reviews-E328604.htm

Company Description:

Indian multinational technology company Zoho is best known for Zoho Office Suite. The privately-held company was founded in 1996 by Sridhar Vembu and Tony Thomas, who launched it under the name "Advent Net" from a small apartment in the suburbs of India. Today, the billion-dollar company has nearly 13,000 employees and seven locations, including its global headquarters in Chennai, India and corporate headquarters outside of Austin in Del Valle, Texas.

In addition to its highly regarded online office suite, Zoho has touched almost every corner of software development and web-based business implements, making it one of the world's most prolific software companies. This includes web-based business tools and information technology, such as an Internet of Things (IoT) management platform and a suite of IT management software. During the 2021 fiscal year, the global tech company's revenue exceeded $728 million, which resulted in a profit of more than $255 million.

Interview Process:

1. Written test (freshers)
2. Basic programming
3. Advanced Programming
4. Technical HR
5. General HR

Relevant Links: https://www.interviewbit.com/zoho-interview-questions

Your opinion:

Zoho is one of the best options for customer relationship management software in the market. It has a better future for leading market. So obviously it's a dream job for me.

Bangladeshi Companies

Company 1: Brain Station 23 Ltd

Website: https://brainstation-23.com
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 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.

Our mission is "To create success & happiness for our customers & employees with our passion for technology while creating high growth opportunity of fulfilling employment thus serving humanity."

Currently, we are providing Software & IT solutions to over 25+ countries with active partners in- Germany, USA, Norway, Netherlands, Canada, Australia, Japan, South Africa.

We offer the widest range of technology stack with the most advanced technology solutions. Our service offers cover areas of custom web & mobile application developments, ERP solutions, LMS, eCommerce solutions, fintech solutions, pharma solutions, telco solutions, enterprise solutions (AEM, Sitecore), cloud solutions, AI/ML, BI, AR VR, etc.

Since 2012 Brain Station 23 is enabling local banks to go digital & have worked with City Bank, AB Bank, UCBL, Modhumoti Bank, SouthEast Bank, HSBC, Metlife, etc. in the fintech aspect. Parallelly our services for the Pharmaceutical industry in Bangladesh & around the Global shows a significant contribution along with Ecommerce & Telco. Incepta, Aristopharma, Lazz Pharma, BAT, JTI, Grameenphone, Robi, Banglalink, Telenor, British Telecom, Axiata, PayPal, etc. are a few of our key clients which we proudly mention.

Currently, it employs over 700+ software engineers and has successfully completed 2000+ projects.

Brain Station 23 is the name of Innovation & Digitalization for Enterprises & SMEs.

We are ISO 9001 & 27001 certified company with incredible achievements & recognitions.

Interview Process:

1. MCQ Based Remote Online Test Basic programming
2. Written Test
3. Assessment Test
4. Technical & HR Interview

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

Your opinion:

Growing company. So, lot of opportunities to grab. It has a better future for leading market in Bangladesh. So obviously it's a dream job for me in my area.

Company 2: LEADS Corporation Limited

Website: https://leads.com.bd
Job Site: https://leads.com.bd/current-vacancies
Glassdoor: https://www.glassdoor.com/Reviews/LEADS-Corporation-Reviews-E1656067.htm

Company Description:

LEADS Corporation Limited is an ISO 9001:2015 certified Information Technology company. With 29 years (as on 2021) of experience LEADS delivers following products and solutions:

Products:
1. BankUltimus - Core Banking Software
2. BlueChip - Brokerage Back Office Management Software
3. mBank – Merchant Banking Software
4. InsurSoft – Life Insurance Management Software
5. CenterPoint – Enterprise Resource Planning (ERP) Software
6. VerifID - Digital Onboarding & EKYC
7. BUbooth - Booth Banking Software
8. Islamic Window - Islamic Banking Software
9. LIA - AI Chatbot
10. Capita - Capital Market Software

Solutions:
1. Data Center and DR Site Solution
2. Virtualization
3. Data Warehousing and Business Intelligence
4. Network Security and Routing –Switching Management
5. ATM and Plastic Card Personalization Solution with EMV Migration.
6. Instant Issuance Solution.
7. SAP
8. Money Sorting Machine

Interview Process:

1. Aptitude Test
2. Technical Test / Interview
3. Board Interview
4. Final Interview

Relevant Links: https://leads.com.bd/recruitment-steps

Your opinion:

LEADS Corporation Limited has been a foremost information technology service provider in Bangladesh since 1992. It has a better future for leading market. So obviously it's a dream job for me.