

appfolio

Candidate Preparation Guide

Powering the Future of the Real Estate Industry

Welcome to Your *Interview Prep Guide*

We've created this guide to help you navigate the interview process at Appfolio. Inside, you'll find detailed information on what to expect, how to prepare, and tips for success. Our goal is to ensure you feel confident and well-prepared as you approach your interviews.

Key Points to Remember

- It's perfectly fine not to know everything. We value your problem-solving skills and how you approach challenges.
- Be honest about what you know and communicate your thought process clearly.
- If you require any support, contact your recruiter.

Software Engineer I

Link to Guide

Software Engineer II

Senior Software
Engineer

Staff Software Engineer

Engineering Manager

Other Resources

Software Engineer I

Prep Guide

Interview Process Overview

Your interview process will consist of several 60/75-minute sessions, each focusing on various competencies related to the role. Interviewers will allocate a few minutes at the end for any questions you may have.

Recruiter screen

This initial conversation with a recruiter provides an overview of the role and assesses your basic qualifications and fit for the position. The recruiter will also explain the interview process and answer any preliminary questions you might have.

Round 1

One 75-minute session.

This session will cover your technical experience, coding ability, and how you collaborate within a team. It's designed to provide a comprehensive view of your technical proficiency and how you contribute to achieving team goals.

Round 2 - Focus Round

Two 60-minute sessions that dive deeper into your experience.

- Technical Behavior
- Coding

Round 1 Structure

Technical Experience Screening

(20 minutes)

What can you expect?

You will discuss your technical background, significant projects you've worked on, and your role in those projects.

What do we look for?

We're interested in your ability to clearly communicate your experience, the impact you had on your projects, and your adaptability in different scenarios.

How to prep

Reflect on your major projects and be prepared to discuss the challenges you faced, the solutions you implemented, and the outcomes. Practice articulating your contributions succinctly.

Coding Screening

(45 minutes)

What can you expect?

This segment will focus on your coding skills. You'll solve a problem while explaining your approach and thought process.

What do we look for?

We assess your problem-solving abilities, coding style, and proficiency in writing clean, efficient code.

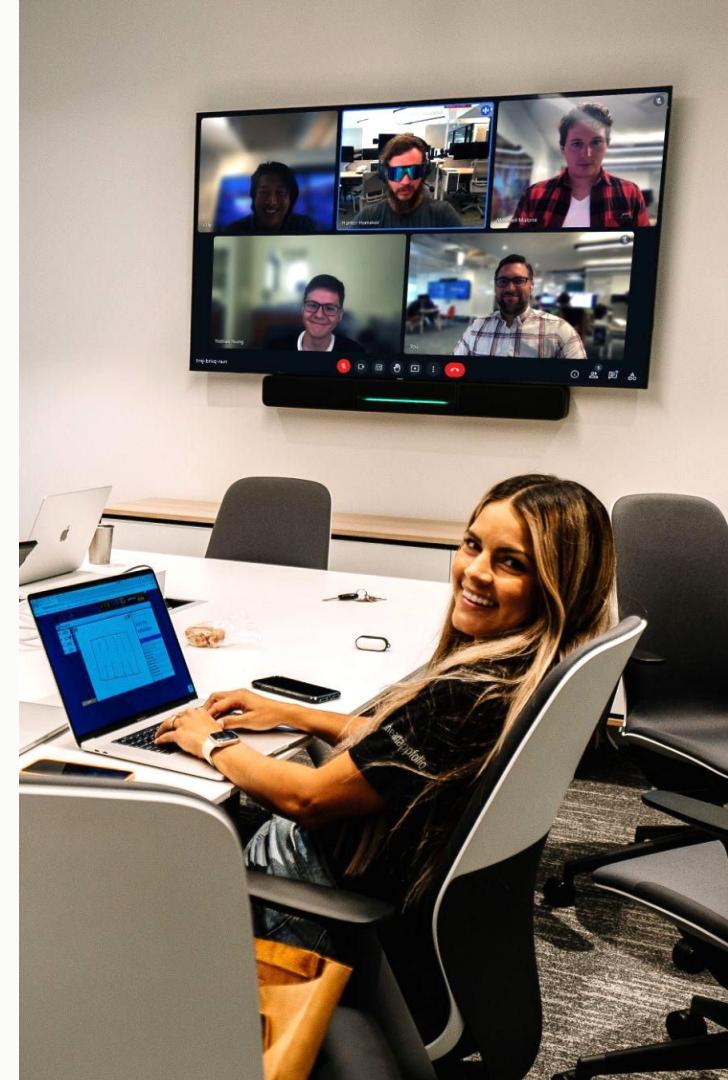
How to prep

Practice coding problems in your preferred language. Focus on writing clear, well-structured code and explaining your solutions. Use online coding platforms to simulate the interview environment.

Round 2 - Focus Round

Virtual Onsite

The virtual onsite interview at AppFolio includes three to four 60-minute sessions that dive deeper into your experience. These sessions evaluate your problem-solving skills, technical knowledge, and ability to work collaboratively. Be prepared to explain your thought process, justify your decisions, and engage in discussions about your past projects and experiences.



Technical Behavior Interview



What can you expect?

This interview will cover your past projects, teamwork experiences, and how you handle various challenges. You will discuss specific examples from your experience.

What do we look for?

- Collaboration: Ability to work effectively within a team.
- Adaptability: Handling challenges and changes in project requirements.
- Impact: Demonstrating the results of your contributions.

How to prep

- Reflect on past experiences: Identify key projects you have worked on, the challenges you faced, and how you addressed them. Be prepared to discuss these in detail.
- Use the STAR method: Structure your responses using the Situation, Task, Action, and Result framework to provide clear and concise answers.
- If this is your first time preparing for a technical behavior interview, we encourage you to explore publicly available resources, such as sample behavior interviews on YouTube, to familiarize yourself with common approaches and best practices.

SOFTWARE ENGINEER I

What can you expect?

You will be given a coding problem to solve within a set timeframe. The interview will focus on your ability to write clean, efficient code and to explain your problem-solving approach clearly. Feel free to use the coding language you are most comfortable with.

What do we look for?

- Problem-solving skills: Your ability to break down complex problems and find effective solutions.
- Coding proficiency: Writing code that is efficient, well-structured, and free of major errors.
- Communication: Clearly explaining your thought process and approach to solving problems.

How to prep

- Practice regularly: Use online coding platforms like LeetCode, HackerRank, or Topcoder to practice coding problems.
- Focus on fundamentals: Ensure you have a strong understanding of data structures (arrays, linked lists, trees, graphs, stacks, queues) and algorithms (sorting, searching, dynamic programming).
- Simulate the interview environment: Practice coding in a plain text editor without autocomplete or syntax highlighting, as this will simulate the interview conditions.
- Explain your thinking: While practicing, verbalize your thought process to get comfortable explaining your approach clearly.

Resources

- [The HackerRank Interview Preparation Kit](#)

Coding Interview



Preparation *Tips*

- **Study and Practice:** Allocate time to practice coding and system design problems regularly.
- **Broaden Your Scope:** Practice solving different types of problems and learn various algorithms.
- **Master the Basics:** Ensure you have a strong grasp of data structures, algorithms, and system design fundamentals.
- **Communicate Clearly:** Practice explaining your thought process and solutions clearly and concisely.
- **Stay Updated:** Keep abreast of the latest technologies and understand their applications.



Software Engineer II

Prep Guide

Interview Process Overview

Your interview process will consist of several 60/75-minute sessions, each focusing on various competencies related to the role. Interviewers will allocate a few minutes at the end for any questions you may have.

Recruiter screen

This initial conversation with a recruiter provides an overview of the role and assesses your basic qualifications and fit for the position. The recruiter will also explain the interview process and answer any preliminary questions you might have.

Round 1

One 75-minute session.

This session will cover your technical experience, system design knowledge, coding ability, and leadership skills. It's designed to get a comprehensive view of your technical proficiency and how you work within a team.

Round 2 - Focus Round

Three to four 60-minute sessions that dive deeper into your experience.

- System Design
- Technical Behavior
- Coding

Round 1 Structure

Technical Experience Screening (10 minutes)

What can you expect?

You will discuss your technical background, significant projects you've worked on, and your role in those projects.

What do we look for?

We're interested in your ability to clearly communicate your experience, the impact you had on your projects, and your adaptability in different scenarios.

How to prep

Reflect on your major projects and be prepared to discuss the challenges you faced, the solutions you implemented, and the outcomes. Practice articulating your contributions succinctly.

System Design Screening (10 minutes)

What can you expect?

You will be asked a series of rapid-fire questions about system design to gauge your understanding of architecture and design principles.

What do we look for?

We evaluate your ability to design scalable and efficient systems, your knowledge of current technologies, and your approach to solving design challenges.

How to prep

Review core system design concepts and practice designing various systems. Think about trade-offs and be prepared to explain your design choices.

Coding Screening (45 minutes)

What can you expect?

This segment will focus on your coding skills. You'll solve a problem while explaining your approach and thought process.

What do we look for?

We assess your problem-solving abilities, coding style, and proficiency in writing clean, efficient code.

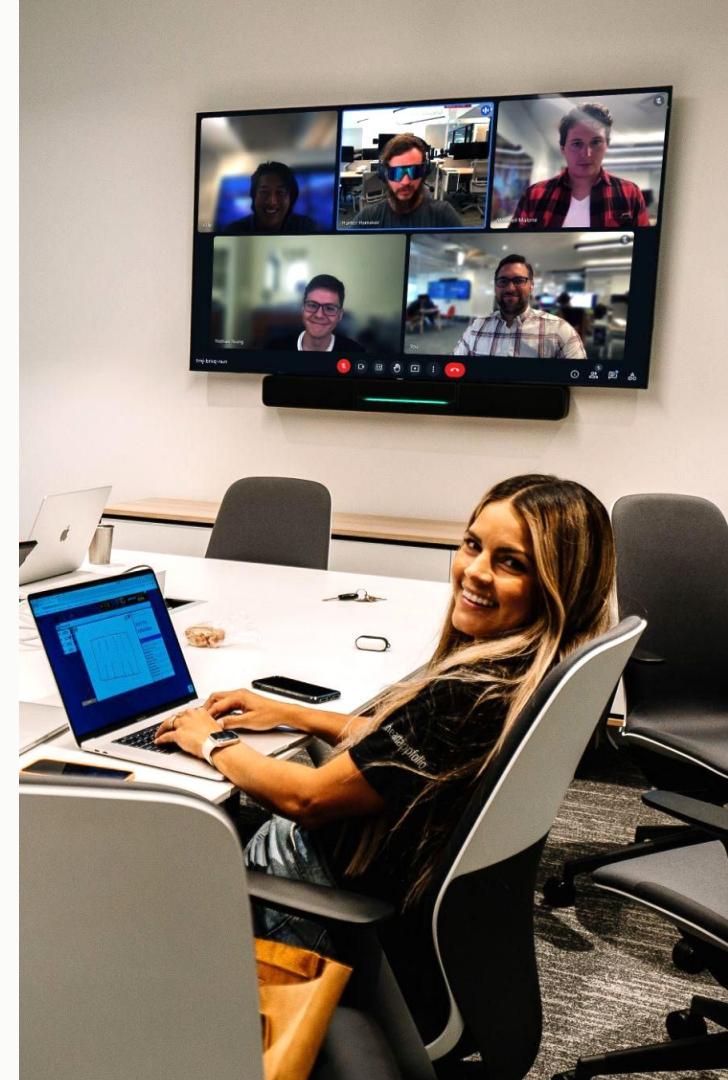
How to prep

Practice coding problems in your preferred language. Focus on writing clear, well-structured code and explaining your solutions. Use online coding platforms to simulate the interview environment.

Round 2 - Focus Round

Virtual Onsite

The virtual onsite interview at AppFolio includes three to four 60-minute sessions that dive deeper into your experience. These sessions evaluate your problem-solving skills, technical knowledge, and ability to work collaboratively. Be prepared to explain your thought process, justify your decisions, and engage in discussions about your past projects and experiences.



Technical Behavior Interview



What can you expect?

This interview will cover your past projects, teamwork experiences, and how you handle various challenges. You will discuss specific examples from your experience.

What do we look for?

- Collaboration: Ability to work effectively within a team.
- Adaptability: Handling challenges and changes in project requirements.
- Impact: Demonstrating the results of your contributions.

How to prep

- Reflect on past experiences: Identify key projects you have worked on, the challenges you faced, and how you addressed them. Be prepared to discuss these in detail.
- Use the STAR method: Structure your responses using the Situation, Task, Action, and Result framework to provide clear and concise answers.
- Practice storytelling: Practice explaining your experiences in a compelling way, focusing on your contributions and their impact.
- If this is your first time preparing for a technical behavior interview, we encourage you to explore publicly available resources, such as sample behavior interviews on YouTube, to familiarize yourself with common approaches and best practices.

SOFTWARE ENGINEER II

What can you expect?

You will be asked to design a system to solve a given problem statement, focusing on aspects like scalability, reliability, and maintainability. The interview will be conducted using an interactive whiteboard tool, provided by the interviewer.

What do we look for?

- Design skills: Ability to architect scalable and efficient systems.
- Technical knowledge: Understanding of system components, databases, networking, and other relevant technologies.
- Communication: Clearly explaining your design decision and trade-offs.

How to prep

- Review key concepts: Study system design fundamentals, including load balancing, caching, data partitioning, database scaling, and microservices architecture.
- Practice system design: Use resources like "Grokking the System Design Interview" or "System Design Primer" on GitHub. Practice designing systems like a URL shortener, messaging system, or large-scale distributed system.
- Think about trade-offs: Be prepared to discuss different approaches and the trade-offs involved in each.
- If this is your first time preparing for a system design interview, we encourage you to explore publicly available resources, such as sample system design interviews on YouTube, to familiarize yourself with common approaches and best practices.

Resources

- [System Design Primer](#)

System Design Interview



Coding Interview



What can you expect?

This technical interview will involve either solving a coding problem or reviewing a code sample. The focus will be on your ability to work with clean, efficient code and clearly explain your reasoning. If you are writing code, feel free to use the language you are most comfortable with.

What do we look for?

- Problem-solving skills: Your ability to break down complex problems and find effective solutions.
- Coding proficiency: Writing code that is efficient, well-structured, and free of major errors.
- Communication: Clearly explaining your thought process and approach to solving problems.

How to prep

- Practice regularly: Use online coding platforms like LeetCode, HackerRank, or Topcoder to practice coding problems.
- Focus on fundamentals: Ensure you have a strong understanding of data structures, algorithms, and principles of object-oriented programming.
- Simulate the interview environment: Practice coding in a plain text editor without autocomplete or syntax highlighting, as this will simulate the interview conditions.
- Explain your thinking: While practicing, verbalize your thought process to get comfortable explaining your approach clearly.

Resources

- [The HackerRank Interview Preparation Kit](#)

Preparation *Tips*

- **Study and Practice:** Allocate time to practice coding and system design problems regularly.
- **Broaden Your Scope:** Practice solving different types of problems and learn various algorithms.
- **Master the Basics:** Ensure you have a strong grasp of data structures, algorithms, and system design fundamentals.
- **Communicate Clearly:** Practice explaining your thought process and solutions clearly and concisely.
- **Stay Updated:** Keep abreast of the latest technologies and understand their applications.



Senior Software Engineer Prep Guide

Interview Process Overview

Your interview process will consist of several 60/75-minute sessions, each focusing on various competencies related to the role. Interviewers will allocate a few minutes at the end for any questions you may have.

Recruiter screen

This initial conversation with a recruiter provides an overview of the role and assesses your basic qualifications and fit for the position. The recruiter will also explain the interview process and answer any preliminary questions you might have.

Round 1

One 75-minute session.

This session will cover your technical experience, system design knowledge, coding ability, and leadership skills. It's designed to get a comprehensive view of your technical proficiency and how you work within a team.

Round 2 - Focus Round

Three to four 60-minute sessions that dive deeper into your experience.

- System Design
- Technical Behavior
- Coding
- Cross-Functional (for Senior and Staff levels)

Round 1 Structure

Technical Experience Screening (10 minutes)

What can you expect?

You will discuss your technical background, significant projects you've worked on, and your role in those projects.

What do we look for?

We're interested in your ability to clearly communicate your experience, the impact you had on your projects, and your adaptability in different scenarios.

How to prep

Reflect on your major projects and be prepared to discuss the challenges you faced, the solutions you implemented, and the outcomes. Practice articulating your contributions succinctly.

System Design Screening (10 minutes)

What can you expect?

You will be asked a series of short, situation-based questions about system design to gauge your understanding of architecture and design principles.

What do we look for?

We evaluate your ability to design scalable and efficient systems, your knowledge of current technologies, and your approach to solving design challenges.

How to prep

Review core system design concepts and practice designing various systems. Think about trade-offs and be prepared to explain your design choices.

Coding Screening (45 minutes)

What can you expect?

This segment will focus on your coding skills. You'll solve a problem while explaining your approach and thought process.

What do we look for?

We assess your problem-solving abilities and proficiency in writing clean, efficient code.

How to prep

Practice coding problems in your preferred language. Focus on writing clear, well-structured code and explaining your solutions. Use online coding platforms to simulate the interview environment.

SENIOR SOFTWARE ENGINEER

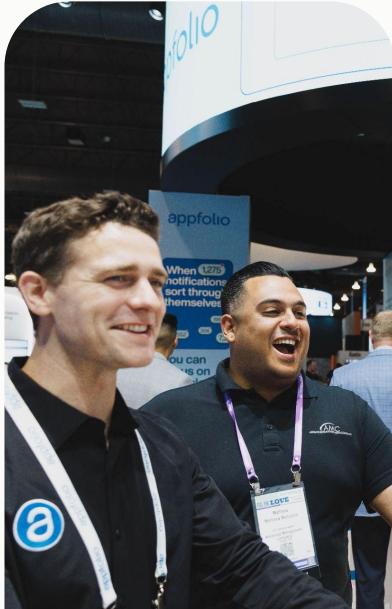
Round 2 - Focus Round

Virtual Onsite

The virtual onsite interview at AppFolio includes three to four 60-minute sessions that dive deeper into your experience. These sessions evaluate your problem-solving skills, technical knowledge, and ability to work collaboratively. Be prepared to explain your thought process, justify your decisions, and engage in discussions about your past projects and experiences.



Technical Behavior Interview



What can you expect?

This interview will cover your past projects, teamwork experiences, and how you handle various challenges. You will discuss specific examples from your experience.

What do we look for?

- Collaboration: Ability to work effectively within a team.
- Adaptability: Handling challenges and changes in project requirements.
- Impact: Demonstrating the results of your contributions.

How to prep

- Reflect on past experiences: Identify key projects you have worked on, the challenges you faced, and how you addressed them. Be prepared to discuss these in detail.
- Use the STAR method: Structure your responses using the Situation, Task, Action, and Result framework to provide clear and concise answers.
- Practice storytelling: Practice explaining your experiences in a compelling way, focusing on your contributions and their impact.
- If this is your first time preparing for a technical behavior interview, we encourage you to explore publicly available resources, such as sample behavior interviews on YouTube, to familiarize yourself with common approaches and best practices.

SENIOR SOFTWARE ENGINEER

What can you expect?

You will be asked to design a system to solve a given problem statement, focusing on aspects like scalability, reliability, and maintainability. The interview will be conducted using an interactive whiteboard tool, provided by the interviewer.

What do we look for?

- Design skills: Ability to architect scalable and efficient systems.
- Technical knowledge: Understanding of system components, databases, networking, and other relevant technologies.
- Communication: Clearly explaining your design decision and trade-offs.

How to prep

- Review key concepts: Study system design fundamentals, including load balancing, caching, data partitioning, database scaling, and microservices architecture.
- Practice system design: Use resources like "Grokking the System Design Interview" or "System Design Primer" on GitHub. Practice designing systems like a URL shortener, messaging system, or large-scale distributed system.
- Think about trade-offs: Be prepared to discuss different approaches and the trade-offs involved in each.
- If this is your first time preparing for a system design interview, we encourage you to explore publicly available resources, such as sample system design interviews on YouTube, to familiarize yourself with common approaches and best practices.

Resources

- [System Design Primer](#)

System Design Interview



Coding Interview



What can you expect?

This technical interview will involve either solving a coding problem or reviewing a code sample. The focus will be on your ability to work with clean, efficient code and clearly explain your reasoning. If you are writing code, feel free to use the language you are most comfortable with.

What do we look for?

- Problem-solving skills: Your ability to break down complex problems and find effective solutions.
- Coding proficiency: Writing code that is efficient, well-structured, and free of major errors.
- Communication: Clearly explaining your thought process and approach to solving problems.

How to prep

- Practice regularly: Use online coding platforms like LeetCode, HackerRank, or Topcoder to practice coding problems.
- Focus on fundamentals: Ensure you have a strong understanding of data structures, algorithms, and principles of object-oriented programming.
- Simulate the interview environment: Practice coding in a plain text editor without autocomplete or syntax highlighting, as this will simulate the interview conditions.
- Explain your thinking: While practicing, verbalize your thought process to get comfortable explaining your approach clearly.

Resources

- [The HackerRank Interview Preparation Kit](#)

SENIOR SOFTWARE ENGINEER

What can you expect?

You will discuss your experiences working across different teams and functions, focusing on leadership and delivering customer value. This round assesses your ability to lead and collaborate effectively.

What do we look for?

- Leadership: Ability to lead initiatives and drive results.
- Cross-functional collaboration: Experience working with various teams and stakeholders.
- Customer focus: Delivering solutions that provide significant value to customers.

How to prep

- Think about leadership experiences: Identify instances where you led a project or initiative, how you managed the team, and the results achieved.
- Focus on collaboration: Be ready to discuss how you worked with different teams, resolved conflicts, and ensured smooth project execution.
- Highlight customer impact: Prepare examples where your work directly benefited customers or improved the user experience.

Cross-Functional Interview

(Senior and Staff levels)



Preparation *Tips*

- **Study and Practice:** Allocate time to practice coding and system design problems regularly.
- **Broaden Your Scope:** Practice solving different types of problems and learn various algorithms.
- **Master the Basics:** Ensure you have a strong grasp of data structures, algorithms, and system design fundamentals.
- **Communicate Clearly:** Practice explaining your thought process and solutions clearly and concisely.
- **Stay Updated:** Keep abreast of the latest technologies and understand their applications.



Staff Software Engineer Prep Guide

Interview Process Overview

Your interview process will consist of several 30/60-minute sessions, each focusing on various competencies related to the role. Interviewers will allocate a few minutes at the end for any questions you may have.

Recruiter screen

This initial conversation with a recruiter provides an overview of the role and assesses your basic qualifications and fit for the position. The recruiter will also explain the interview process and answer any preliminary questions you might have.

Round 1

2 sessions to evaluate your Technical Experience, Influence and Coding Ability

- Leadership Screening (30 minutes)
- Technical Screening (60 minutes)

Round 2 - Focus Round

Three to four 30/60-minute sessions that dive deeper into your experience.

- System Design
- Technical Behavior
- Coding
- Cross-Functional



Round 1 Interviews

Leadership Experience (30 minutes)

What can you expect?

You will discuss your background in significant projects you've lead, and your role in driving technical change.

What do we look for?

We're interested in your ability to clearly communicate your experience, the impact you made and adaptability in different scenarios.

How to prep

Reflect on your experience and be prepared to discuss the challenges you faced, key decisions you made, and their outcomes. Practice articulating your contributions succinctly.

Technical Screening (60 minutes)

Part 1: System Design Screening (15 minutes)

What can you expect?

You will be asked a series of short, situation-based questions about system design to gauge your understanding of architecture and design principles.

What do we look for?

We evaluate your ability to design scalable and efficient systems, your knowledge of current technologies, and your approach to solving design challenges.

How to prep

Review core system design concepts and practice designing various systems. Think about trade-offs and be prepared to explain your design choices.

Part 2: Coding Screening (45 minutes)

What can you expect?

This segment will focus on your coding skills. You'll solve a problem while explaining your approach and thought process.

What do we look for?

We assess your problem-solving abilities and proficiency in writing clean, efficient code.

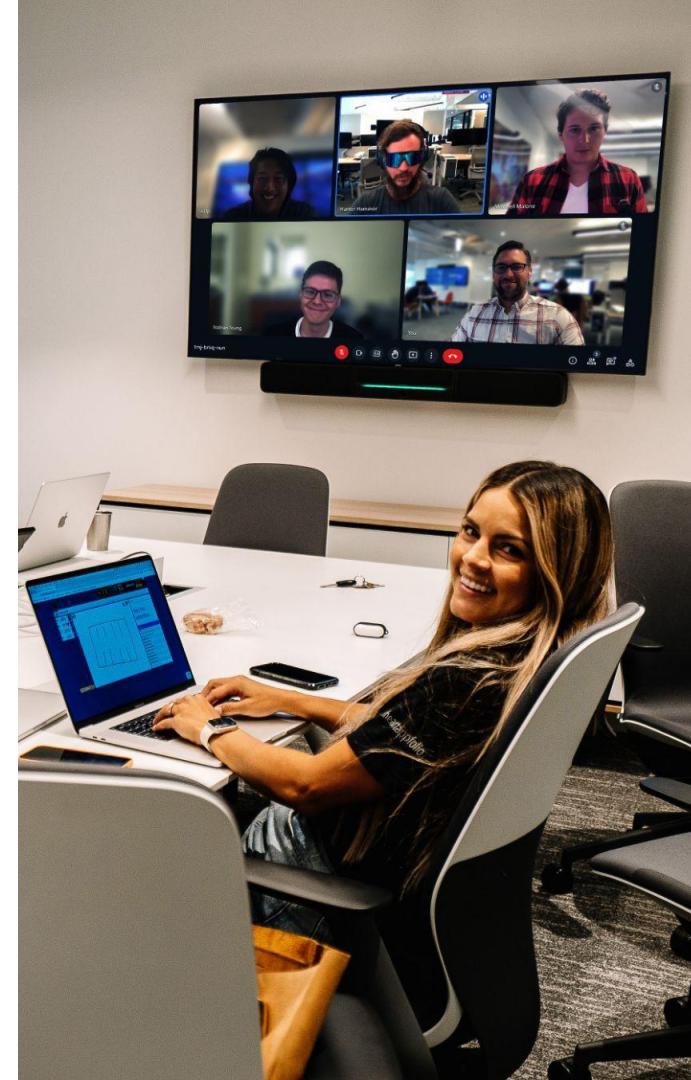
How to prep

Practice coding problems in your preferred language. Focus on writing clear, well-structured code and explaining your solutions. Use online coding platforms to simulate the interview environment.

Round 2 - Focus Round

Virtual Onsite

The virtual onsite interview at AppFolio includes four 60-minute sessions that dive deeper into your experience. These sessions evaluate your problem-solving skills, technical knowledge, and ability to work collaboratively. Be prepared to explain your thought process, justify your decisions, and engage in discussions about your past projects and experiences.



Technical Behavior Interview



What can you expect?

This interview will cover your past projects, teamwork experiences, and how you handle various challenges. You will discuss specific examples from your experience.

What do we look for?

- Collaboration: Ability to work effectively within a team.
- Adaptability: Handling challenges and changes in project requirements.
- Impact: Demonstrating the results of your contributions.

How to prep

- Reflect on past experiences: Identify key projects you have worked on, the challenges you faced, and how you addressed them. Be prepared to discuss these in detail.
- Use the STAR method: Structure your responses using the Situation, Task, Action, and Result framework to provide clear and concise answers.
- Practice storytelling: Practice explaining your experiences in a compelling way, focusing on your contributions and their impact.
- If this is your first time preparing for a technical behavior interview, we encourage you to explore publicly available resources, such as sample behavior interviews on YouTube, to familiarize yourself with common approaches and best practices.

STAFF SOFTWARE ENGINEER

What can you expect?

You will be asked to design a system to solve a given problem statement, focusing on aspects like scalability, reliability, and maintainability. The interview will be conducted using an interactive whiteboard tool, provided by the interviewer.

What do we look for?

- Design skills: Ability to architect scalable and efficient systems.
- Technical knowledge: Understanding of system components, databases, networking, and other relevant technologies.
- Communication: Clearly explaining your design decisions and trade-offs.

How to prep

- Review key concepts: Study system design fundamentals, including load balancing, caching, data partitioning, database scaling, and microservices architecture.
- Practice system design: Use resources like "Grokking the System Design Interview" or "System Design Primer" on GitHub. Practice designing systems like a URL shortener, messaging system, or large-scale distributed system.
- Think about trade-offs: Be prepared to discuss different approaches and the trade-offs involved in each.
- If this is your first time preparing for a system design interview, we encourage you to explore publicly available resources, such as sample system design interviews on YouTube, to familiarize yourself with common approaches and best practices.

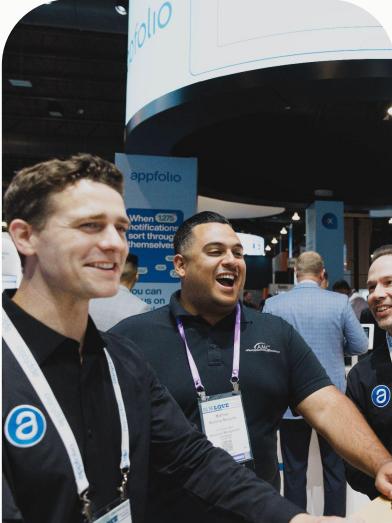
Resources

- [System Design Primer](#)

System Design Interview



Coding Interview



What can you expect?

This technical interview will involve either solving a coding problem or reviewing a code sample. The focus will be on your ability to work with clean, efficient code and clearly explain your reasoning. If you are writing code, feel free to use the language you are most comfortable with.

What do we look for?

- Problem-solving skills: Your ability to break down complex problems and find effective solutions.
- Coding proficiency: Writing code that is efficient, well-structured, and free of major errors.
- Communication: Clearly explaining your thought process and approach to solving problems.

How to prep

- Practice regularly: Use online coding platforms like LeetCode, HackerRank, or Topcoder to practice coding problems.
- Focus on fundamentals: Ensure you have a strong understanding of data structures, algorithms, and principles of object-oriented programming.
- Simulate the interview environment: Practice coding in a plain text editor without autocomplete or syntax highlighting, as this will simulate the interview conditions.
- Explain your thinking: While practicing, verbalize your thought process to get comfortable explaining your approach clearly.

Resources

- [The HackerRank Interview Preparation Kit](#)

STAFF SOFTWARE ENGINEER

What can you expect?

You will discuss your experiences working across different teams and functions, focusing on leadership and delivering customer value. This round assesses your ability to lead and collaborate effectively.

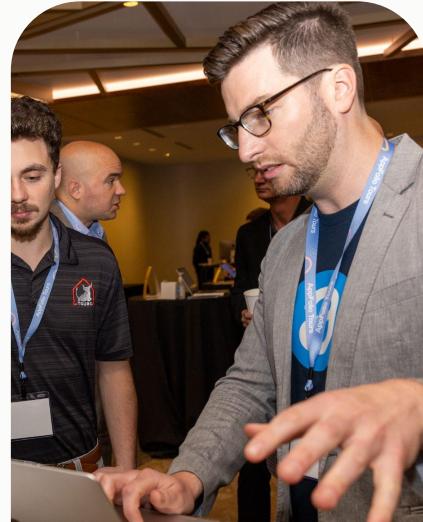
What do we look for?

- Leadership: Ability to lead initiatives and drive results.
- Cross-functional collaboration: Experience working with various teams and stakeholders.
- Customer focus: Delivering solutions that provide significant value to customers.

How to prep

- Think about leadership experiences: Identify instances where you led a project or initiative, how you managed the team, and the results achieved.
- Focus on collaboration: Be ready to discuss how you worked with different teams, resolved conflicts, and ensured smooth project execution.
- Highlight customer impact: Prepare examples where your work directly benefited customers or improved the user experience.

Cross-Functional Interview



Preparation Tips

- **Study and Practice:** Allocate time to practice coding and system design problems regularly.
- **Broaden Your Scope:** Practice solving different types of problems and learn various algorithms.
- **Master the Basics:** Ensure you have a strong grasp of data structures, algorithms, and system design fundamentals.
- **Communicate Clearly:** Practice explaining your thought process and solutions clearly and concisely.
- **Stay Updated:** Keep abreast of the latest technologies and understand their applications.



Engineering Manager Prep Guide

Interview Process Overview

Your interview process will consist of several 60/75-minute sessions, each focusing on various competencies related to the role. Interviewers will allocate a few minutes at the end for any questions you may have.

Recruiter screen

This initial conversation with a recruiter provides an overview of the role and assesses your basic qualifications and fit for the position. The recruiter will also explain the interview process and answer any preliminary questions you might have.

Round 1

2 sessions to evaluate your Management Experience and Coding Ability

- Leadership Screening (30 minutes)
- Technical Screening (60 minutes)

Round 2 - Focus Round

Four 60-minute sessions that dive deeper into your experience.

- System Design
- Technical Impact
- Management
- Cross-Functional

Round 1 Structure

Leadership Experience (30 minutes)

What can you expect?

You will discuss your management background, significant projects you've worked on, and your role leading a team(s).

What do we look for?

We're interested in your ability to clearly communicate your experience, the impact you had on your teams and your adaptability in different scenarios.

How to prep

Reflect on your leadership experience and be prepared to discuss the challenges you faced, the solutions you implemented, and the outcomes. Practice articulating your contributions succinctly.

Technical Screening (60 minutes)

Part 1: System Design Screening (15 minutes)

What can you expect?

You will be asked a series of short, situation-based questions about system design to gauge your understanding of architecture and design principles.

What do we look for?

We evaluate your ability to design scalable and efficient systems, your knowledge of current technologies, and your approach to solving design challenges.

How to prep

Review core system design concepts and practice designing various systems. Think about trade-offs and be prepared to explain your design choices.

Part 2: Coding Screening (45 minutes)

What can you expect?

This segment will focus on your coding skills. You'll solve a problem while explaining your approach and thought process.

What do we look for?

We assess your problem-solving abilities and proficiency in writing clean, efficient code.

How to prep

Practice coding problems in your preferred language. Focus on writing clear, well-structured code and explaining your solutions. Use online coding platforms to simulate the interview environment.

Round 2 - Focus Round

Virtual Onsite

The virtual onsite interview at AppFolio includes three to four 60-minute sessions that dive deeper into your experience. These sessions evaluate your problem-solving skills, technical knowledge, and ability to work collaboratively. Be prepared to explain your thought process, justify your decisions, and engage in discussions about your past projects and experiences.



ENGINEERING MANAGER

What can you expect?

You will be asked to design a system to solve a given problem statement, focusing on aspects like scalability, reliability, and maintainability. The interview will be conducted using an interactive whiteboard tool, provided by the interviewer.

What do we look for?

- Design skills: Ability to architect scalable and efficient systems.
- Technical knowledge: Understanding of system components, databases, networking, and other relevant technologies.
- Communication: Clearly explaining your design decision and trade-offs.

How to prep

- Review key concepts: Study system design fundamentals, including load balancing, caching, data partitioning, database scaling, and microservices architecture.
- Practice system design: Use resources like "Grokking the System Design Interview" or "System Design Primer" on GitHub. Practice designing systems like a URL shortener, messaging system, or large-scale distributed system.
- Think about trade-offs: Be prepared to discuss different approaches and the trade-offs involved in each.
- If this is your first time preparing for a system design interview, we encourage you to explore publicly available resources, such as sample system design interviews on YouTube, to familiarize yourself with common approaches and best practices.

Resources

- [System Design Primer](#)

System Design Interview



Behavioral Interviews



What can you expect?

Three 60-minute interviews assessing your impact in the following areas

- **Technical Leadership & Team Delivery**
- **Management**
- **Cross-Functional Collaboration**

What do we look for?

- Leadership: Ability to drive results in a technical setting
- Big-Picture Mindset: Decision making to reduce complexity and drive modern practices.
- Customer Impact: Demonstrating the results of your key decision.

How to prep

- Reflect on past experiences: Identify key projects & teams you have lead, the challenges you faced, and how you addressed them. Be prepared to discuss these in detail.
- Use the STAR method: Structure your responses using the Situation, Task, Action, and Result framework to provide clear and concise answers.
- Practice storytelling: Practice explaining your experiences in a compelling way, focusing on your contributions and their impact.
- If this is your first time preparing for a technical behavior interview, we encourage you to explore publicly available resources, such as sample behavior interviews on YouTube, to familiarize yourself with common approaches and best practices.

Preparation *Tips*

- **Study and Practice:** Allocate time to practice coding and system design problems regularly.
- **Broaden Your Scope:** Practice solving different types of problems and learn various algorithms.
- **Master the Basics:** Ensure you have a strong grasp of software and system design fundamentals.
- **Refine Your Leadership Stories:** Be prepared to discuss key moments where your leadership made an impact—team successes, challenges overcome, and how you developed individuals.
- **Stay Updated on Industry Trends:** Understand emerging technologies, best practices in engineering management, and evolving methodologies.



ALL LEVELS

Other Resources

- [AppFolio Engineering Blog](#)
- [AppFolio Customer Stories](#)
- [AppFolio Product Overview](#)
- [Life at AppFolio](#)



**Good luck with
the interviews**

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