ToolGPA

NOVEMBER 2026

iCIMS

The Insider's Guide

Enterprise recruiting software and applicant tracking system

Every plan, grade, refund rule and rival among hiring and applicant tracking tools, read from iCIMS's own pages.

Made by iCIMS · checked Nov 12, 2026 · toolgpa.com

1.8
GPA



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Who made this guide, what else is on the site, and how to cite it

ToolGPA put this guide together from iCIMS's own pages, its app-store listings and our grades. Every fact in it is on iCIMS's page too, where it is kept up to date. Checked Nov 12, 2026.

Welcome

What it is, who it suits, its grades and the ten things to know first

1.8

GPA, above 14 of the 48 other hiring and applicant tracking tools we grade

iCIMS sells recruiting software to large employers. Its products cover an applicant tracking system, text recruiting, onboarding and high-volume hiring, with a separate candidate relationship tool, career sites and a recruitment chatbot. A marketplace of partner integrations connects it to other HR systems.

To get you started, here are **7 things to know about iCIMS**, taken from its own pages and our grades.

> **No price is published and every call to action is a demo or sales request, so smaller teams get no self-serve plan.**
>
> From our report card of iCIMS

1 **Best for enterprise applicant tracking**

iCIMS is enterprise recruiting software split into Hire, Engage and Employer Branding.

2 **It runs on Web**

Web.

3 **Applicant tracking**

iCIMS Hire is described as a highly configurable enterprise ATS, with offer management and onboarding software alongside it.

4 **Text recruiting**

Lists text recruiting software as part of iCIMS Hire, for messaging candidates by text.

5 **High-volume hiring**

A newer product line aimed at employers who fill many similar roles, with a retail focus among its industry pages.

6 **A 1.8 GPA, above 14 of 48**

That is against the other hiring and applicant tracking tools we grade, on value, the free plan, features, ease of use and platforms.

7 **Keep it**

To replace iCIMS you would be making jobs posted to dozens of job boards at once, which takes an agreement with each board. That is not a weekend's work, with an AI app builder or without one.

iCIMS at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web
MADE BY iCIMS	CATEGORY Hiring & Applicant Tracking
OUR GRADE 1.8 GPA, weak	

The report card

Best for enterprise applicant tracking

iCIMS is enterprise recruiting software split into Hire, Engage and Employer Branding. No price is published and every call to action is a demo or sales request, so smaller teams get no self-serve plan.

TOOLGPA REPORT CARD	iCIMS	Graded Nov 12, 2026
SUBJECT	GRADE	COMMENT
Value for money	C	No price is published, so it sits at the ordinary grade until the vendor says.
Free plan and trial	F	No free plan and no trial. Every call to action is a demo or sales request.
Features	C	A configurable ATS, text recruiting, CRM, career sites and a chatbot. The product line is split into three, so a buyer may need several.
Ease of use	C	No rating on record. A configurable enterprise ATS that takes setup.
Platforms and integrations	B	Web only, with a marketplace the site puts at 800+ partners and 10K+ integrations.
Grade point average		Weak, out of 4.0 **1.8**

An A is worth 4 points, a B 3, a C 2, a D 1 and an F nothing. The GPA is the average of the five.

Who iCIMS is for

- ✓ Fits if you are a large employer wanting a configurable ATS
- ✓ Works for teams that need many HR and background-check links

Who it is not for

- ✕ Skip it if you want a published price, as none is shown
- ✕ Not for you if you are a small team, as no self-serve plan appears
- ✕ Watch out: Hire, Engage and Employer Branding are separate products
- ✕ Watch out: no mobile or desktop app is listed on the pages read

Good to know

Good for

- ✓ Large employers with dedicated talent acquisition teams
- ✓ Retail, healthcare, manufacturing and finance hiring
- ✓ Companies that need to connect hiring to other HR systems

Worth knowing

- ⓘ No prices are published; every call to action on the site is a demo or sales request.
- ⓘ The product line is split into Hire, Engage and Employer Branding, so what a buyer needs may be several products.
- ⓘ The site offers US, UK and French versions, and no mobile or desktop app is listed on the pages read.

What it costs

Every plan, the free plan, ways to pay less and how prices have moved

iCIMS's current pricing could not be confirmed from its own site.

> **No price is published, so it sits at the ordinary grade until the vendor says.**
>
> From our grade for value for money

We could not confirm iCIMS's current prices from its own site, so this guide lists no plans. icims.com has them.

What it does

Its main features, where it runs, what it works with and who makes it

1

Place it runs: Web

Enterprise recruiting software and applicant tracking system. Here is what it does, as its own site describes it, and what it covers: AI features, workflow automation, applicant tracking, job board posting, chatbots.

> **A configurable ATS, text recruiting, CRM, career sites and a chatbot.**

From our grade for features

Applicant tracking

iCIMS Hire is described as a highly configurable enterprise ATS, with offer management and onboarding software alongside it.

Text recruiting

Lists text recruiting software as part of iCIMS Hire, for messaging candidates by text.

High-volume hiring

A newer product line aimed at employers who fill many similar roles, with a retail focus among its industry pages.

Candidate relationship management

iCIMS Engage builds automated sourcing and nurture campaigns for talent pools.

Career sites and chatbot

iCIMS Employer Branding covers career sites, a recruitment chatbot and employee testimonial videos.

Integration marketplace

The site cites 800+ technology and advisory partners and 10K+ active integrations across 18 technology categories.

Where it runs

Web

What it works with

Its own pages name no integrations.

iCIMS is made by iCIMS.

Where it stands

Its grades against its category, and whether to keep it or make your own

14/48

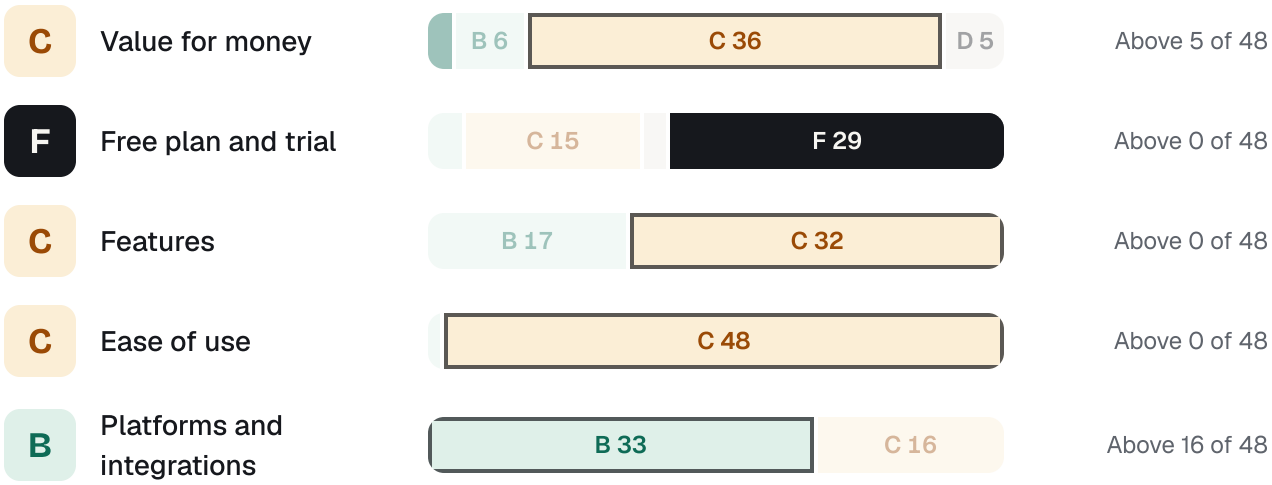
Other hiring and applicant tracking tools it is graded above

iCIMS's GPA of 1.8 is higher than 14 of the 48 other hiring and applicant tracking tools we grade, and level with 6.

It stands best on platforms and integrations (B, above 16 of 48) and worst on free plan and trial (F, above 0).

Each grade against the category

Every bar is all 49 hiring and applicant tracking tools we grade, cut by the letter each got. iCIMS's own letter is outlined.



Keep it, or make your own?

Whether this is something you could build for yourself with an AI app builder, and what you would give up.

Keep it

To replace iCIMS you would be making jobs posted to dozens of job boards at once, which takes an agreement with each board. That is not a weekend's work, with an AI app builder or without one.

That makes this kind of software worth paying for, not this one in particular: 28 of the 48 other hiring and applicant tracking tools grade higher.

What you could make

- Applicant tracking: an app builder makes this well.

What you could not

- Jobs posted to dozens of job boards at once, which takes an agreement with each board.
- Connections to other products, each kept working as those products change.
- A chatbot builder hooked into the messaging apps.
- AI features, unless you pay a model provider for each request yourself.

What this rests on. iCIMS's listing: what it does, where it runs, what it plugs into and what it costs. It is a judgement about the kind of software this is. We have not built a replacement for it, and making your own means looking after it too. How we decide, and every tool's verdict.

The alternatives

The tools it is most often weighed against, side by side



SmartRecruiters, Jobvite, Greenhouse, Lever and Workable

The 5 tools iCIMS is most often weighed against, with where each one differs from it.

2.0 GPA

SmartRecruiters

Paid

Enterprise applicant tracking and hiring platform with AI features.

- iCIMS also covers workflow automation.
- SmartRecruiters also covers reports.

iCIMS and SmartRecruiters compared in full

1.6 GPA

Jobvite

Paid

Modular applicant tracking and recruiting software.

- iCIMS also covers chatbots.
- Jobvite also covers reports.

iCIMS and Jobvite compared in full

2.0 GPA

Greenhouse

Paid

Structured-hiring ATS for growing and large companies, by quote.

- Only Greenhouse lists iOS and Android apps.
- Only Greenhouse lists a browser extension.
- iCIMS also covers chatbots.

iCIMS and Greenhouse compared in full

2.0 GPA

Lever

Paid

ATS and recruiting CRM in one for mid-sized teams, by quote.

- iCIMS also covers job board posting and chatbots.
- Lever also covers reports.

iCIMS and Lever compared in full

2.2 GPA

Workable

Free trial · from $299/mo

Applicant tracking and HR software priced by company size.

- Only Workable lists iOS and Android apps.
- Only Workable lists a browser extension.
- iCIMS also covers workflow automation and chatbots.

iCIMS and Workable compared in full

Quick answers

The questions people ask about it, each answered in a line or two

9

Questions, each answered in a line or two

The short version of everything above, for when you only need the answer. Each one is told in full in its part of the guide.

Is iCIMS free?

No. iCIMS is a paid product.

What platforms does iCIMS work on?

iCIMS is available on Web.

Does iCIMS have an Android app?

No Android app was listed when its pages were read on Nov 12, 2026. iCIMS is listed for Web.

Does iCIMS have an iPhone app?

No iPhone app was listed when its pages were read on Nov 12, 2026. iCIMS is listed for Web.

Is iCIMS open source?

iCIMS is not described as open source on its own site, as read on Nov 12, 2026.

Who makes iCIMS?

iCIMS is made by a company of the same name.

What are the alternatives to iCIMS?

The closest alternatives to iCIMS in our directory are SmartRecruiters, Jobvite, Greenhouse, Lever and Workable.

How does iCIMS compare with other hiring and applicant tracking tools?

iCIMS's GPA of 1.8 is higher than 14 of the 48 other hiring and applicant tracking tools we grade, and level with 6.

Could I make my own version of iCIMS?

To replace iCIMS you would be making jobs posted to dozens of job boards at once, which takes an agreement with each board.

Where this guide comes from

The prices, plans, platforms and features were read from iCIMS's own pages on Nov 12, 2026, and the grades were given on Nov 12, 2026. Graded from this listing, whose facts were read from iCIMS's own pages on 12 November 2026. Not based on using the product, and shorter than our full reviews.

Every tool we list gets five grades, A to F, each with its reason, and a GPA that averages them. How each is decided is at toolgpa.com/grades. This guide is ToolGPA's own work; it is not made, paid for or approved by iCIMS. Prices change, so check icims.com before you buy.

icims.com

icims.com/products/integrations/

About ToolGPA

Who made this guide, what else is on the site, and how to cite it

5,038
Tools graded, in 95 categories

ToolGPA grades software the way a school report grades a pupil: five subjects, a letter for each with the reason written beside it, and a GPA that averages them. Prices, plans and platforms are read from each maker's own pages and dated, so you always know how fresh a figure is.

Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Every tool on the site has a guide like this one, free to download and pass on. It all lives at **toolgpa.com**.

5,038	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

iCIMS, kept up to date

Everything in this guide, with prices and grades as they are today

toolgpa.com/tools/icims

How grades are given

The rules behind every letter and every GPA

toolgpa.com/grades

Value charts

What each tool costs against what it scores, for every category

toolgpa.com/charts

Compare

Any two tools side by side, plan by plan

toolgpa.com/compare

Price changes

Every price rise and cut on record, each with its source

toolgpa.com/price-changes

Prices by country

What apps cost on the App Store in 12 countries

toolgpa.com/prices-by-country

Pay less

Every public discount: yearly billing, students, nonprofits

toolgpa.com/save

Keep or make

Which tools are worth paying for, and which you could build yourself

toolgpa.com/keep-or-make

Scan for the live page

Prices and grades as they are today

Quoting this guide?

Please name ToolGPA and link to the live page, so readers can check the figures for themselves:

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ToolGPA, "iCIMS: The Insider's Guide", checked
Nov 12, 2026. https://toolgpa.com/tools/icims
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Know someone choosing between hiring and applicant tracking tools?

Send them this guide: toolgpa.com/tools/icims/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded hiring and applicant tracking tools after iCIMS, each with an Insider's Guide of its own.

Hiring & Applicant Tracking Insider's Guide

Every one of the 49 hiring and applicant tracking tools we grade, compared

Manatal Insider's Guide

Low-cost per-user ATS and recruitment CRM with AI candidate matching

2.8 GPA

Breezy HR Insider's Guide

Flat-priced applicant tracking with a free one-job plan

2.6 GPA

JOIN Insider's Guide

Multiposting and applicant management priced per open job

2.6 GPA

ToolGPA

Choosing software? Every tool graded, every price dated.

Compare tools at toolgpa.com ›

Everything in this guide is ToolGPA's own summary of what iCIMS's pages, its app-store listings and public reviews said on the dates shown. Grades are our judgement under the rules at toolgpa.com/grades. Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. iCIMS is a trademark of its owner, and this guide is not made, paid for or approved by iCIMS. Prices and plans change: check icims.com before you buy.