ToolGPA

NOVEMBER 2026

Paraform

The Insider’s Guide

Expert recruiters and AI agents that fill critical roles



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

Made by Paraform · checked Nov 13, 2026 · toolgpa.com

1.6
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 Paraform's own pages, its app-store listings and our grades. Every fact in it is on Paraform's page too, where it is kept up to date. Checked Nov 13, 2026.

Welcome

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

1.6

GPA, above 6 of the 101 other hiring and applicant tracking tools we grade

Paraform is a hiring service that matches companies with independent recruiters and adds custom AI agents that learn a company's hiring preferences. A company posts a role and gets candidates from recruiters in the network, with a dedicated talent strategist managing the search. It also has a side for recruiters, who take on roles from companies on the platform.

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

> **It is a recruiting service rather than software or a job board, and its time-to-hire figures are the vendor's own claims.**
>
> From our report card of Paraform

1 **Best for hiring through a network of independent recruiters**

Paraform matches a company with independent recruiters and adds AI agents and a named strategist, and charges are not shown on the site.

2 **It runs on Web**

Web.

3 **Expert recruiter network**

Companies are matched with specialized recruiters who have filled similar roles; the vendor cites a network of 10,000+ recruiters.

4 **Custom AI agents**

Agents learn a company's hiring preferences from each search, interview and hire, and help throughout the process.

5 **Dedicated talent strategist**

A named strategist manages the search over a call or Slack and reports on market trends.

6 **A 1.6 GPA, above 6 of 101**

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 Paraform you would be making an AI agent, with the models and the safeguards behind it. That is not a weekend's work, with an AI app builder or without one.

Paraform at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web
MADE BY Paraform, since 2023	CATEGORY Hiring & Applicant Tracking
OUR GRADE 1.6 GPA, weak	

The report card

Best for hiring through a network of independent recruiters

Paraform matches a company with independent recruiters and adds AI agents and a named strategist, and charges are not shown on the site. It is a recruiting service rather than software or a job board, and its time-to-hire figures are the vendor's own claims.

TOOLGPA REPORT CARD

Paraform

Graded Nov 13, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	No price is published; the site offers sign-up and a demo request.
Free plan and trial	F	No free plan or trial is listed for companies.
Features	C	Recruiter matching, AI agents, strategist and role posting. It does the hiring work for you and is not applicant tracking software.
Ease of use	C	No rating on record. You describe the role and work with a strategist.
Platforms and integrations	C	A web service, with no integrations list.

Grade point average — Weak, out of 4.0 **1.6**

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 Paraform is for

- ✓ Fits if you have one hard role and no recruiting team
- ✓ Works for companies that want outside recruiters to handle sourcing

Who it is not for

- ✕ Skip it if you want a price before a call, since none is published
- ✕ Not for you if you want applicant tracking software or a job board
- ✕ Watch out: the 27-day time to hire and 70% interview rate are the vendor's claims
- ✕ Watch out: no free plan or trial is listed for companies

Good to know

Good for

- ✓ Startups and growth-stage companies hiring for a few critical roles
- ✓ Teams that want agency-style recruiters without sourcing them one by one
- ✓ Independent recruiters looking for roles from companies

Worth knowing

- ⓘ No price is published; the site only offers sign-up and a demo request.
- ⓘ It is a recruiting service, not applicant tracking software or a job board.
- ⓘ The vendor's figures, such as 27-day time to hire and 70% interview rate, are its own claims.

What it costs

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

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

"

No price is published; the site offers sign-up and a demo request.

From our grade for value for money

We could not confirm Paraform's current prices from its own site, so this guide lists no plans. paraform.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

Expert recruiters and AI agents that fill critical roles. Here is what it does, as its own site describes it, and what it covers: AI features, AI agents.

"

Recruiter matching, AI agents, strategist and role posting.

From our grade for features

Expert recruiter network

Companies are matched with specialized recruiters who have filled similar roles; the vendor cites a network of 10,000+ recruiters.

Custom AI agents

Agents learn a company's hiring preferences from each search, interview and hire, and help throughout the process.

Dedicated talent strategist

A named strategist manages the search over a call or Slack and reports on market trends.

Role posting

A company describes its ideal candidate and posts the role, and candidates ready to interview are sent back, with an average time to hire of 27 days as the vendor states it.

Recruiter side

Recruiters get roles from companies on the platform along with AI tools and back-office support, so they do not do their own business development.

Where it runs

Web

What it works with

Its own pages name no integrations.

Paraform is made by Paraform, and has been around since 2023.

Where it stands

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

6/101

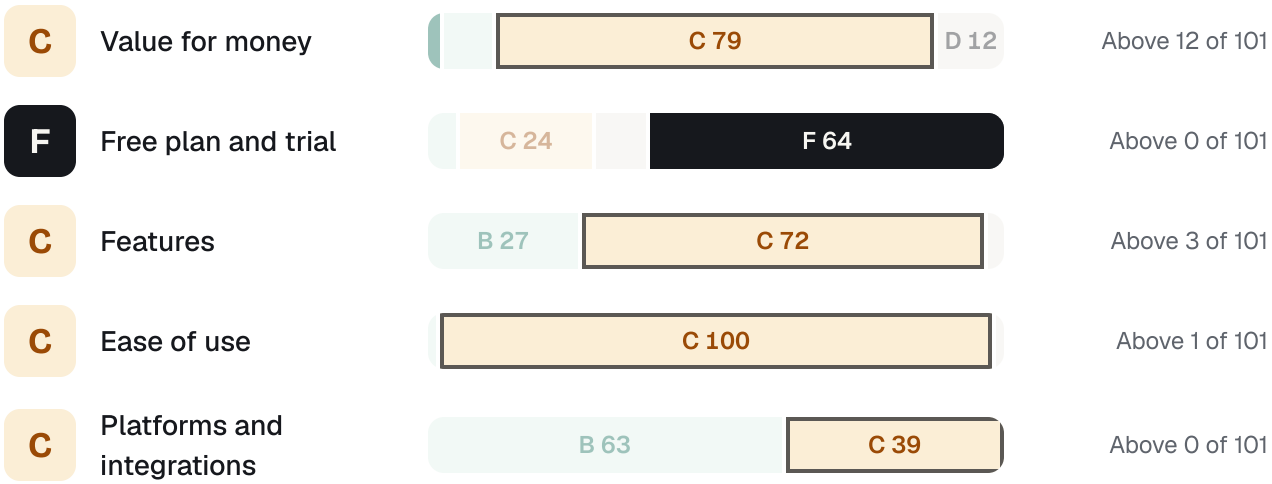
Other hiring and applicant tracking tools it is graded above

Paraform's GPA of 1.6 is higher than 6 of the 101 other hiring and applicant tracking tools we grade, and level with 23.

It stands best on value for money (C, above 12 of 101) and worst on free plan and trial (F, above 0).

Each grade against the category

Every bar is all 102 hiring and applicant tracking tools we grade, cut by the letter each got. Paraform'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 Paraform you would be making an AI agent, with the models and the safeguards behind it. 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: 72 of the 101 other hiring and applicant tracking tools grade higher.

What you could not

- ✕ An AI agent, with the models and the safeguards behind it.

What this rests on. Paraform'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



Gem, Juicebox, SeekOut, Wellfound and hireEZ

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

Gem

2.2 GPA

From $130/mo

AI recruiting platform: sourcing, CRM, ATS, scheduling, analytics.

- Gem also covers reports, applicant tracking and dashboards.

Paraform and Gem compared in full

Juicebox

2.0 GPA

Free plan · from $99/mo

AI recruiting platform for sourcing and outreach.

- Juicebox has a free plan. Paraform does not.
- Juicebox also covers applicant tracking.

Paraform and Juicebox compared in full

SeekOut

2.4 GPA

Free trial · from $149/mo

AI candidate sourcing across 1B+ profiles and your ATS.

- Only SeekOut lists a browser extension.
- SeekOut also covers reports and applicant tracking.

Paraform and SeekOut compared in full

2.6
GPA

Wellfound

Free plan · from $135/mo

Startup job board with AI sourcing and recruiter service.

- Wellfound has a free plan. Paraform does not.
- Wellfound also covers applicant tracking and job board posting.

Paraform and Wellfound compared in full

2.0
GPA

hireEZ

Free trial · from $494/mo

AI sourcing and recruiting platform that sits on top of your ATS.

- hireEZ also covers reports and applicant tracking.

Paraform and hireEZ compared in full

PART 06 · QUESTIONS

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 Paraform free?

No. Paraform is a paid product.

What platforms does Paraform work on?

Paraform is available on Web.

Does Paraform have an Android app?

No Android app was listed when its pages were read on Nov 13, 2026. Paraform is listed for Web.

Does Paraform have an iPhone app?

No iPhone app was listed when its pages were read on Nov 13, 2026. Paraform is listed for Web.

Is Paraform open source?

Paraform is not described as open source on its own site, as read on Nov 13, 2026.

Who makes Paraform?

Paraform is made by a company of the same name. It dates from 2023.

What are the alternatives to Paraform?

The closest alternatives to Paraform in our directory are Gem, Juicebox, SeekOut, Wellfound and hireEZ.

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

Paraform's GPA of 1.6 is higher than 6 of the 101 other hiring and applicant tracking tools we grade, and level with 23.

Could I make my own version of Paraform?

To replace Paraform you would be making an AI agent, with the models and the safeguards behind it.

Where this guide comes from

The prices, plans, platforms and features were read from Paraform's own pages on Nov 13, 2026, and the grades were given on Nov 13, 2026. Graded from this listing, whose facts were read from Paraform's own pages on 13 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 Paraform. Prices change, so check paraform.com before you buy.

paraform.com/
paraform.com/about

paraform.com/for-companies

About ToolGPA

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

7,721

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**.

7,721	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

Paraform, kept up to date

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

toolgpa.com/tools/paraform

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, "Paraform: The Insider's Guide",
checked Nov 13, 2026.
https://toolgpa.com/tools/paraform
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Know someone choosing between hiring and applicant tracking tools?

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

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

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

Hiring & Applicant Tracking Insider's Guide

Every one of the 102 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 Paraform'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. Paraform is a trademark of its owner, and this guide is not made, paid for or approved by Paraform. Prices and plans change: check paraform.com before you buy.