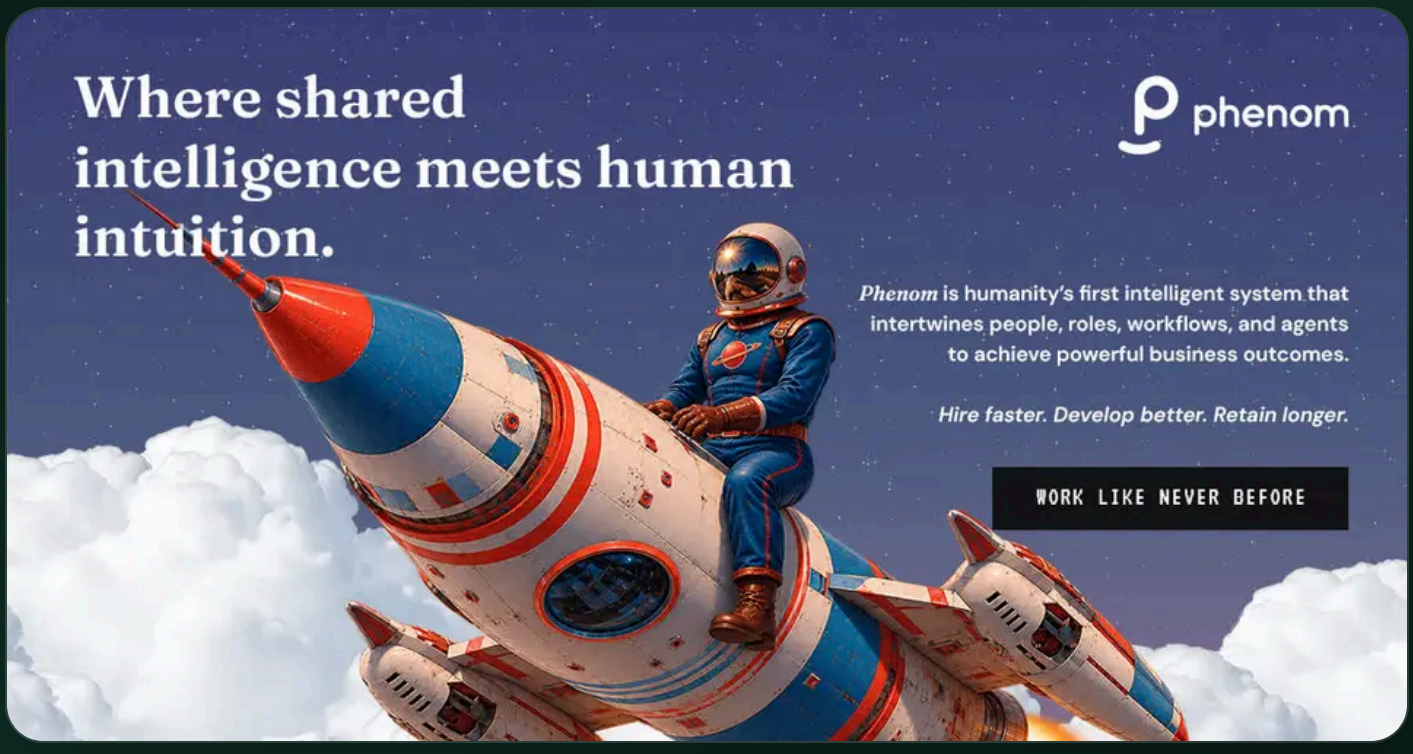
ToolGPA

NOVEMBER 2026

Phenom

The Insider's Guide

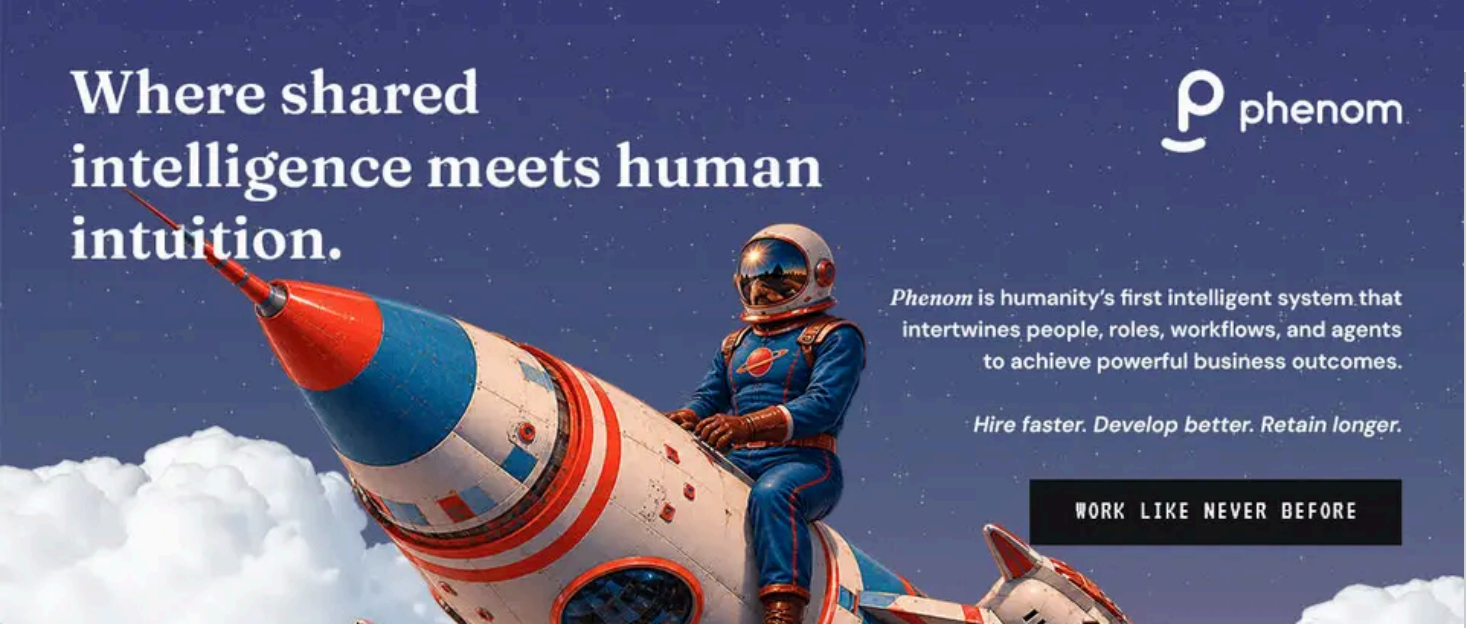
AI talent experience platform for enterprise hiring



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

Made by Phenom People, Inc. · checked Nov 12, 2026 · toolgpa.com

1.6
GPA



Contents

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

02 What it costs
Every plan, the free plan, ways to pay less and how prices have moved

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

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

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

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

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

ToolGPA put this guide together from Phenom's own pages, its app-store listings and our grades. Every fact in it is on Phenom'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

1.6

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

Phenom sells an AI platform for enterprise hiring, development and retention. Its products include Talent CRM, an intelligent career site and automated interview scheduling, plus AI agents for screening, scheduling and onboarding. Pricing is handled through a sales request form.

"

Agents, career sites and policies to set up.

From our grade for ease of use

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

1 **Best for enterprise talent experience and career sites**

Phenom is an AI talent platform for big employers, covering a career site, talent CRM, scheduling and AI agents.

2 **It runs on Web**

Web.

3 **Talent CRM**

Listed among the platform's hiring products alongside the career site.

4 **Intelligent career site**

A career site product aimed at attracting and engaging candidates.

5 **Automated interview scheduling**

Handles scheduling in the background, according to the vendor.

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 Phenom 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.

Phenom at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web
MADE BY Phenom People, Inc.	CATEGORY Hiring & Applicant Tracking
OUR GRADE 1.6 GPA, weak	

The report card

Best for enterprise talent experience and career sites

Phenom is an AI talent platform for big employers, covering a career site, talent CRM, scheduling and AI agents. Its pricing page is a contact form, and the vendor says it serves 500+ global brands.

TOOLGPA REPORT CARD	Phenom	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. The pricing page is a contact form.
Features	C	Talent CRM, career site, scheduling and agents for screening. Only product names were read, so limits are unconfirmed.
Ease of use	C	No rating on record. Agents, career sites and policies to set up.
Platforms and integrations	C	Web only and no integrations listed on the pages read.
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 Phenom is for

- ✓ Fits if you are a large employer wanting a career site and CRM from one vendor
- ✓ Works for public-sector buyers that need FedRAMP-Ready AI

Who it is not for

- ✗ Not for you if you are a small team, as the vendor markets to 500+ global brands
- ✗ Skip it if you want a price, as the page is a contact form
- ✗ Watch out: plan limits are not published
- ✗ Watch out: no free plan or trial

Good to know

Good for

- ✓ Large employers with high applicant volumes
- ✓ Enterprise teams in regulated industries, including healthcare and government

Worth knowing

- ⓘ The pricing page is a contact form; no prices are published.
- ⓘ The vendor markets to enterprises and says it serves 500+ global brands, so small teams may find it oversized.
- ⓘ The vendor lists FedRAMP-Ready AI for public sector customers.

What it costs

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

Phenom'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 Phenom's current prices from its own site, so this guide lists no plans. phenom.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

AI talent experience platform for enterprise hiring. Here is what it does, as its own site describes it, and what it covers: AI features, AI agents.

"

Talent CRM, career site, scheduling and agents for screening.

From our grade for features

Talent CRM

Listed among the platform's hiring products alongside the career site.

Intelligent career site

A career site product aimed at attracting and engaging candidates.

Automated interview scheduling

Handles scheduling in the background, according to the vendor.

Phenom Agents

AI agents for screening applicants, scheduling interviews and moving new hires into onboarding.

WorkOps

An orchestration and governance layer that coordinates agents and automation under set policies.

Where it runs

Web

What it works with

Its own pages name no integrations.

Phenom is made by Phenom People, Inc.

PART 04 · STANDING

Where it stands

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

6/101

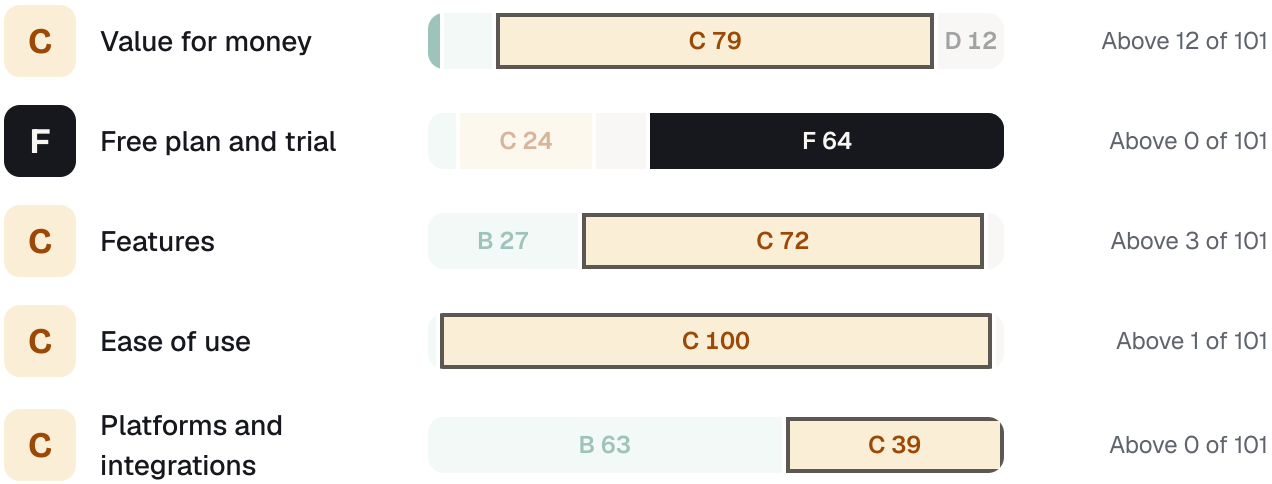
Other hiring and applicant tracking tools it is graded above

Phenom'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. Phenom'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 Phenom 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. Phenom'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



Eightfold, Beamery, iCIMS, SmartRecruiters and Paradox

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

Eightfold

1.6 GPA

Paid

AI talent intelligence platform for hiring and workforce decisions.

Phenom and Eightfold compared in full

Beamery

1.8 GPA

Paid

Talent CRM and workforce intelligence platform for large employers.

Phenom and Beamery compared in full

iCIMS

1.8 GPA

Paid

Enterprise recruiting software and applicant tracking system.

- Phenom also covers AI agents.
- iCIMS also covers workflow automation, applicant tracking, job board posting and chatbots.

Phenom and iCIMS compared in full



2.0
GPA

SmartRecruiters

Paid

Enterprise applicant tracking and hiring platform with AI features.

- Phenom also covers AI agents.
- SmartRecruiters also covers reports, applicant tracking, job board posting and chatbots.

Phenom and SmartRecruiters compared in full



1.8
GPA

Paradox

Paid

Conversational ATS and hiring assistant for high-volume employers.

- Phenom also covers AI agents.
- Paradox also covers reports, applicant tracking and chatbots.

Phenom and Paradox 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 Phenom free?

No. Phenom is a paid product.

What platforms does Phenom work on?

Phenom is available on Web.

Does Phenom have an Android app?

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

Does Phenom have an iPhone app?

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

Is Phenom open source?

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

Who makes Phenom?

Phenom is made by Phenom People, Inc.

What are the alternatives to Phenom?

The closest alternatives to Phenom in our directory are Eightfold, Beamery, iCIMS, SmartRecruiters and Paradox.

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

Phenom'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 Phenom?

To replace Phenom 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 Phenom'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 Phenom'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 Phenom People, Inc. Prices change, so check phenom.com before you buy.

phenom.com

phenom.com/pricing

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

Phenom, kept up to date

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

toolgpa.com/tools/phenom

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

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

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded hiring and applicant tracking tools after Phenom, 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 Phenom'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. Phenom is a trademark of its owner, and this guide is not made, paid for or approved by Phenom People, Inc. Prices and plans change: check phenom.com before you buy.