ToolGPA

NOVEMBER 2026

Sapia.ai

The Insider's Guide

Chat-based AI interviews for high-volume hiring, priced per hire



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

Made by Sapia.ai · checked Nov 13, 2026 · toolgpa.com

1.4
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 Sapia.ai's own pages, its app-store listings and our grades. Every fact in it is on Sapia.ai'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

1.4

GPA, above 0 of the 101 other hiring and applicant tracking tools we grade

Sapia.ai runs structured, text-chat interviews with every applicant and scores them, then plugs into the ATS or HRIS an employer already uses. Its products also cover interview building, scheduling, recruiter analytics and an internal-mobility career coach. The vendor says it prices per hire and suits employers hiring more than 500 people a year.

> "
>
> **It connects to your ATS and needs tailoring before use.**
>
> From our grade for ease of use

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

1 **Best for AI chat interviews for high-volume hiring**

Sapia.ai runs chat-based AI interviews and adds scheduling and insights, priced per hire after a conversation.

2 **It runs on Web**

Web.

3 **AI chat interview**

Candidates answer structured interview questions in their own words by chat, and every response is scored on the same criteria.

4 **Job Analysis Studio**

Turns a job into a structured interview built around chosen competencies, then deploys it straight to the employer's ATS.

5 **Talent Intelligence Assistant**

Lets recruiters explore each score and candidate response with an AI assistant to see why a candidate stood out.

6 **A 1.4 GPA, above 0 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 Sapia.ai 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.

Sapia.ai at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web
MADE BY Sapia.ai	CATEGORY Hiring & Applicant Tracking
OUR GRADE 1.4 GPA, weak	

The report card

Best for AI chat interviews for high-volume hiring

Sapia.ai runs chat-based AI interviews and adds scheduling and insights, priced per hire after a conversation. It is built for employers hiring more than 500 people a year and works beside an ATS, not as one.

TOOLGPA REPORT CARD	Sapia.ai	Graded Nov 13, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	No price list; the vendor says it charges per hire, at a tailored rate set after a conversation.
Free plan and trial	F	No free plan and no trial on the listing; the way in is a demo request.
Features	D	AI chat interviews, job analysis, a talent assistant, scheduling and insights. It covers the interview step and needs an ATS around it to run a hiring process.
Ease of use	C	No store rating on record. It connects to your ATS and needs tailoring before use.
Platforms and integrations	C	Web only on the listing, with no integrations named.
Grade point average		Weak, out of 4.0 **1.4**

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 Sapia.ai is for

- ✓ Fits if you hire hundreds of people a year and want candidates interviewed by chat
- ✓ Works for employers that already run an ATS

Who it is not for

- ✗ Not for you if you hire few people; the vendor designs it for more than 500 hires a year
- ✗ Skip it if you want a full ATS, as it covers the interview step
- ✗ Pricey if you want a rate card, since pricing is per hire and set after a conversation
- ✗ Watch out: a custom ATS integration may carry fixed costs, per the pricing page

Good to know

Good for

- ✓ Retail, contact centre, healthcare and other frontline employers hiring in volume
- ✓ Teams that want every applicant interviewed, not just those who pass a resume screen
- ✓ Employers that want an interview layer on top of an existing ATS

Worth knowing

- ⓘ No price list is published; the vendor says it charges per hire, with a tailored rate set after a conversation.
- ⓘ The vendor says it is designed for employers that hire more than 500 people a year.
- ⓘ A custom ATS integration may carry fixed costs, per the pricing page.

What it costs

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

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

> **No price list; the vendor says it charges per hire, at a tailored rate set after a conversation.**
>
> From our grade for value for money

We could not confirm Sapia.ai's current prices from its own site, so this guide lists no plans. sapia.ai has them.

What it does

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

1

Place it runs: Web

Chat-based AI interviews for high-volume hiring, priced per hire. Here is what it does, as its own site describes it, and what it covers: AI features, AI agents, skills tests, dashboards.

"

AI chat interviews, job analysis, a talent assistant, scheduling and insights.

From our grade for features

AI chat interview

Candidates answer structured interview questions in their own words by chat, and every response is scored on the same criteria.

Job Analysis Studio

Turns a job into a structured interview built around chosen competencies, then deploys it straight to the employer's ATS.

Talent Intelligence Assistant

Lets recruiters explore each score and candidate response with an AI assistant to see why a candidate stood out.

Interview scheduling

Automated booking of the next interview step once a candidate has been assessed.

Discover Insights

Real-time analytics on hiring results for recruiters and talent leaders.

AI Career Coach

A coaching tool for internal mobility, aimed at employees looking for their next role inside the company.

Where it runs

Web

What it works with

Its own pages name no integrations.

Sapia.ai is made by Sapia.ai.

PART 04 · STANDING

Where it stands

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

0/101

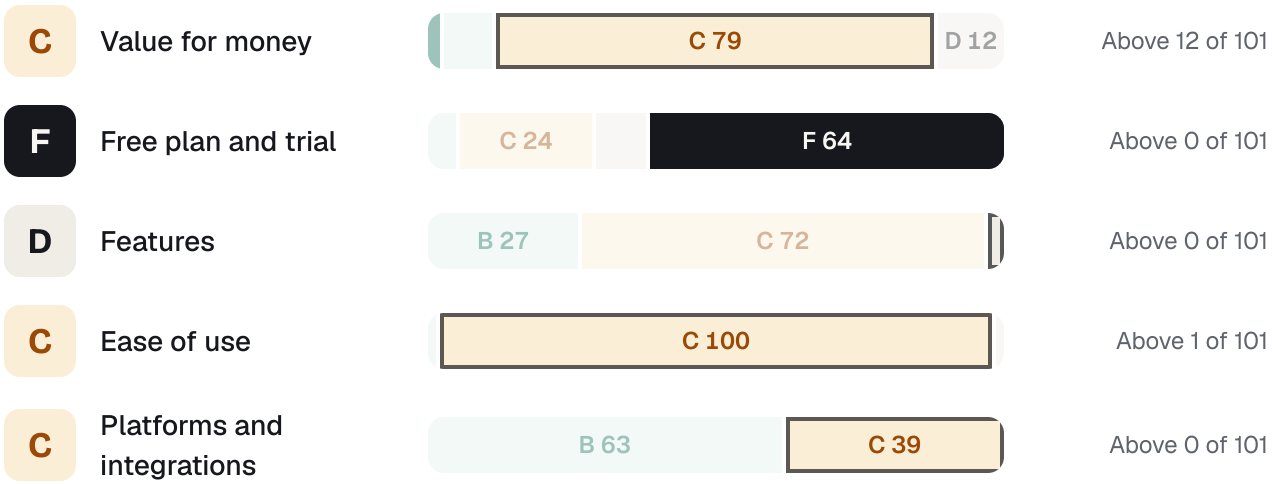
Other hiring and applicant tracking tools it is graded above

Sapia.ai's GPA of 1.4 is higher than 0 of the 101 other hiring and applicant tracking tools we grade, and level with 5.

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. Sapia.ai'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 Sapia.ai 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: 96 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.
- ✕ A library of tested questions with scores to compare candidates by.
- ✕ Connections that pull numbers from dozens of other services.
- ✕ People on the other end: coaches. No app builder makes those.

What this rests on. Sapia.ai'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



HireVue, Paradox, Harver, Humanly and Ribbon

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

1.6 GPA

HireVue

Paid

AI-assisted video interviewing and assessments for hiring teams.

- Sapia.ai also covers AI agents and dashboards.

Sapia.ai and HireVue compared in full

1.8 GPA

Paradox

Paid

Conversational ATS and hiring assistant for high-volume employers.

- Sapia.ai also covers AI agents, skills tests and dashboards.
- Paradox also covers reports, applicant tracking and chatbots.

Sapia.ai and Paradox compared in full

1.6
GPA

Harver

Paid

Pre-hire assessments and volume hiring software.

- Sapia.ai also covers AI agents and dashboards.

Sapia.ai and Harver compared in full

2.0
GPA

Humanly

Paid

AI recruiter, interviewer and ATS for hourly and high-volume hiring.

- Sapia.ai also covers skills tests and dashboards.
- Humanly also covers transcription, workflow automation, applicant tracking and sMS marketing.

Sapia.ai and Humanly compared in full

2.0
GPA

Ribbon

Paid

AI recruiter that interviews applicants and follows up by SMS.

- Sapia.ai also covers dashboards.
- Ribbon also covers whatsApp messaging.

Sapia.ai and Ribbon 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 Sapia.ai free?

No. Sapia.ai is a paid product.

What platforms does Sapia.ai work on?

Sapia.ai is available on Web.

Does Sapia.ai have an Android app?

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

Does Sapia.ai have an iPhone app?

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

Is Sapia.ai open source?

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

Who makes Sapia.ai?

Sapia.ai is made by a company of the same name.

What are the alternatives to Sapia.ai?

The closest alternatives to Sapia.ai in our directory are HireVue, Paradox, Harver, Humanly and Ribbon.

How does Sapia.ai compare with other hiring and applicant tracking tools?

Sapia.ai's GPA of 1.4 is higher than 0 of the 101 other hiring and applicant tracking tools we grade, and level with 5.

Could I make my own version of Sapia.ai?

To replace Sapia.ai 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 Sapia.ai'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 Sapia.ai'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 Sapia.ai. Prices change, so check sapia.ai before you buy.

sapia.ai/

sapia.ai/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
tools graded

95
categories

739
price changes on record

579
apps priced in 12 countries

What else is on toolgpa.com

Sapia.ai, kept up to date
Everything in this guide, with prices and grades as they are today
toolgpa.com/tools/sapia-ai

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

Send them this guide: toolgpa.com/tools/sapia-ai/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded hiring and applicant tracking tools after Sapia.ai, 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

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Choosing software? Every tool graded, every price dated.

Compare tools at toolgpa.com ›

Everything in this guide is ToolGPA's own summary of what Sapia.ai'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. Sapia.ai is a trademark of its owner, and this guide is not made, paid for or approved by Sapia.ai. Prices and plans change: check sapia.ai before you buy.