



G-CLOUD 15 PRICING FOR JOBTRAIN

January 2026

WHAT'S INCLUDED IN OUR COSTS

All our projects are delivered against transparent costs so that clients can budget with confidence based on your employee size and project aims.

Setup cost includes:

- Discovery session (onsite or remote)
- Production of 'Statement of Work'
- Guided Familiarisation sessions
- System Personalisation based on our best practice solution for the NHS
- Branding of your candidate and agency portals
- Training via a Train the trainer methodology
- Online User guides and support

Annual licence fee:

- A dedicated Account Manager
- UK-based telephone and email support
- No limit to the number of roles you recruit using Jobtrain
- No limit to the number of candidates managed via Jobtrain
- UK hosting and data storage
- 24x7 critical technical support
- Online knowledge base and help resources
- Access to product updates and webinars

Pricing transparency:

- There are no hidden costs
- Optional consultancy and training packages are available
- All prices are exclusive of VAT
- All standard upgrades without any additional cost

LICENCE FEE MODEL

We have provided our pricing in the below table based on the size of your organisation against our Core Solution.

Organisation size (number of FTE)	One off Setup Fee	Annual licence fee (£) exclusive of VAT
0-249	£2,500	£7,950
250-499	£2,500	£9,234
500-999	£2,500	£13,999
1,000 - 1,999	£2,500	£19,991
2,000 - 2,999	£5,000	£25,493
3,000 - 3,999	£5,000	£29,993
4,000 - 4,999	£5,000	£35,493
5,000-5,999	£5,000	£41,993
6,000-6,999	£5,000	£48,993
7,000-7,999	£5,000	£55,993
8,000 - 8,999	£5,000	£62,993
9,000 - 9,999	£5,000	£69,993
10,000 -14,999	£5,000	£73,492
15,000 – 20,000	£5,000	£77,167

All costs quoted are excluding VAT, based on a minimum of a 1-year term. Volume discounts are available for multi-site purchase and shared service models.

OPTIONAL
Transactional and modules

Module	Set-up fee (£)	Annual licence fee (£)	Ad hoc Cost (£)
Job Board Multi-Posting	£0	£0	£5 per post
Job Board Marketplace	£0	£0	Campaign cost depending on Job board
Single Sign On (Azure & OKTA)	£0	£0	£0
DBS integration	£0	£0	£6 processing fee + cost for DBS check
Digital RTW verification	£0	£0	£4
Custom brand on external candidate portal	£2,700	£0	£0
SSL key – custom domain URL	£500	£250	£0
Additional consultancy, training or custom development day rate (half days available also)	£1,000	£0	£0
SMS (if use more than 3000 per annum)	£0	£0	3p per SMS
Advanced Insights report builder licence (if need more than 10)	£0	£250	£0

OPTIONAL MODULE

Recite Me Accessibility Tool Bar

Employee Size	Annual licence fee (£)
250–499	£1,500
500–999	£1,600
1,000 - 1,999	£1,700
2,000 - 2,999	£2,000
3,000 - 3,999	£2,200
4,000 - 4,999	£2,300
5,000–5,999	£2,400
6,000-6,999	£2,500
7,000-7,999	£2,600
8,000 - 8,999	£2,600
9,000 - 9,999	£2,700
10,000 -14,999	£2,800
15,000 – 20,000	£2,900
20,000 – 25,000	£3,000

OPTIONAL MODULE

On demand video

Employee Size	Set-up fee (£)	Annual licence fee (£)
250–499	£750	£2,500
500–999	£750	£3,000
1,000 - 1,999	£750	£3,500
2,000 - 2,999	£750	£4,000
3,000 - 3,999	£750	£4,500
4,000 - 4,999	£750	£5,000
5,000–5,999	£750	£5,500
6,000-6,999	£1000	£6,000
7,000-7,999	£1000	£6,500
8,000 - 8,999	£1000	£7,000
9,000 - 9,999	£1000	£7,500
10,000 -14,999	£1000	£8,000
15,000 – 20,000	£1000	£8,500

OPTIONAL MODULE

Open API

Employee Size	Annual licence fee (£)
250–499	£1,000
500–999	£1,000
1,000 - 1,999	£1,500
2,000 - 2,999	£1,500
3,000 - 3,999	£1,500
4,000 - 4,999	£2,000
5,000–5,999	£2,000
6,000-6,999	£2,000
7,000-7,999	£2,000
8,000 - 8,999	£2,500
9,000 - 9,999	£2,500
10,000 -14,999	£2,500
15,000 – 20,000	£3,000
20,000 – 25,000	£3,500

DBS COSTS & DIGITAL RIGHT TO WORK CHECKS

There are two components to pricing - the cost of the check and a separate processing fee. For example, a basic DBS check is £21.50 for the check plus a **£6** processing fee. Any charges for checks incurred are invoiced monthly.

DBS integrated checks with Jobtrain	
Service	Fee (per check)
DBS Fee - Basic	£21.50
DBS Fee - Enhanced	£49.50
DBS Fee - Enhanced + ISA Adult First	£55.50
DBS Fee - Enhanced Volunteer	£0
DBS Fee - ISA Adult First Check	£24
DBS Fee – ISA Adult First Check - Volunteer	£0
DBS Fee - Standard	£21.50
DBS Fee - Standard Volunteer	£0
DBS Route 2 eIDV check	£0
DBS - Fee - Basic	£25
Online Admin Fee - Basic	£15
Online Admin Fee - Basic DBS	£15
Online Admin Fee - Enhanced	£15
Admin Fee - Enhanced + ISA Adult First	£15
Online admin Fee – Standard	£15

WHAT'S INCLUDED IN OUR CORE SOLUTION

CRM and attraction

- Career site, landing page and brand builder with full content management system
- Free job board advertising (Indeed, LinkedIn Jobs, Google for Jobs, NHS Jobs Talent.com Adzuna, ZipRecruiter)
- Job Board Marketplace (including recommendation engine and direct advert posting)
- Direct job board integrations (Indeed, reed.co.uk, Totaljobs, LinkedIn, CV Library and API) with easy apply
- AI Job Posting wizard - automated job advert creation with bias checking, image generation and suggested assessment questions tailored to the job role.
- Rich media advertising (videos and images)
- Talent pools
- Talent Networks
- AI candidate searching and matching
- Communication hub (including email and two-way text messaging)
- Microsoft email and calendar integration
- New hire 'Welcome Hub'
- One-click advertising
- Social media job postings
- Post adverts to multiple job boards in just a few clicks
- Job Board Marketplace and recommendation engine. Select and pay for advertising for job boards direct from our platform
- Integration with Programmatic advertising platform
- Dedicated Redeployment Portal
- Job board aggregator integration

Candidate experience and portals

- Branded, mobile responsive external and internal candidate portals
- Recruitment agency portals and hub
- Social media apply and register (LinkedIn, Google, Microsoft, Facebook, X)
- Full mobile compatibility
- CV parsing
- Apply without registration
- Direct apply integrations – Indeed, reed.co.uk, Totaljobs, CV Library and API
- Shaw Trust Certified Accessibility to AA WCAG 2.2
- Integrated communication hub – automate emails, SMS and letters with mail merge

WHAT'S INCLUDED IN OUR CORE SOLUTION CONTINUED

Applicant tracking system

- Online vacancy approval and tracking
- Two-stage apply process
- Volume hiring feature
- Unlimited and configurable application forms- application form builder with custom fields
- Scored assessment – scored, timed, killer scored, timed, killer, branching and rating questions and AI generated questions
- Shortlisting and interviewing toolkit – custom telephone and shortlisting forms with scoring, candidate interview packs, star rating and ranking
- Anonymous shortlisting
- Panel shortlisting with multi-stage
- Interview scheduling with candidate self-service and accept / decline interview functionality
- MS Teams integration
- Flexible / automated workflows
- Bulk actions – workflows and communication
- Full candidate history audit trails
- Psychometric and testing integrations

Onboarding and compliance

- Online offer approval and tracking
- Online referencing capture and tracking
- Multiple document upload
- Custom pre-employment checklist forms
- Online Onboarding and candidate self-service (custom offer letters, contracts, forms and document upload with e-signature)
- Custom new starter form
- Easy to use onboarding dashboard to support volume hires with visibility on outstanding tasks across large teams
- Pre-employment checks - online checklist for DBS, proof of ID, references etc
- Integrated DBS checks
- Track and automate compliance checks through our Onboarding dashboard
- Integrated Digital Right-to-Work checks
- Integrated ESR API Hybrid and ESR Hub

WHAT'S INCLUDED IN OUR CORE SOLUTION CONTINUED

User experience

- Flexible / automated workflow management
- Unlimited number of client users
- HR/Recruiter workspace
- Hiring Manager access and support
- JT Mobile - On the go mobile app for busy Hiring Managers on the go
- Optional dark mode theme
- SSO through Azure or OKTA
- Marketplace of 50+ integrations
- Comprehensive RESTful API for integration with 3rd party platforms
- Client self-service settings area for easy configuration

Reporting insights and analytics

- 20+ standard reports
- Insights dashboards and task management
- Personalised dashboards and reporting
- WRES and DES dashboards
- NHS Time to Hire Reports
- Advanced Insights Report Builder with 30 pre-built reports, dashboards, broadcast and export tools
- Market and candidate trends report

Support and success

- Onboarding pathway and support
- Online customer support portal
- Webinars and Market insights
- Dedicated Account manager



ONBOARDING PROCESS AND ONGOING SUPPORT

January 2026

JOBTRAIN ONBOARDING APPROACH

Overview

We provide a proven, sector-ready Applicant Tracking System designed to support organisations across the public, private and not-for-profit sectors. Our onboarding approach is pragmatic, proportionate and scalable, ensuring every client achieves a smooth transition to Jobtrain while realising value quickly and confidently.

Our team has over 25 years' experience in delivering a huge variety of candidate management systems to clients across all sectors including Care, Commercial, Not for Profit and Public Sectors.

Our personnel have CIPD, MBA, ILM, Prince2, APM and Six Sigma qualifications that give us both depth and breadth of knowledge of change and project methodologies, practices and considerations. In addition, there is over 100 years' experience between the team in successfully delivering projects.

This document sets out our onboarding and implementation methodology combining established delivery principles with our Tiered Client Onboarding Model, ensuring clarity, consistency and alignment to client size and complexity.

Jobtrain onboarding is a guided setup and personalisation process, not a bespoke IT project. The platform is pre-configured by sector, with onboarding focused on tailoring workflows, branding, integrations and training to meet organisational needs.

Delivery principles

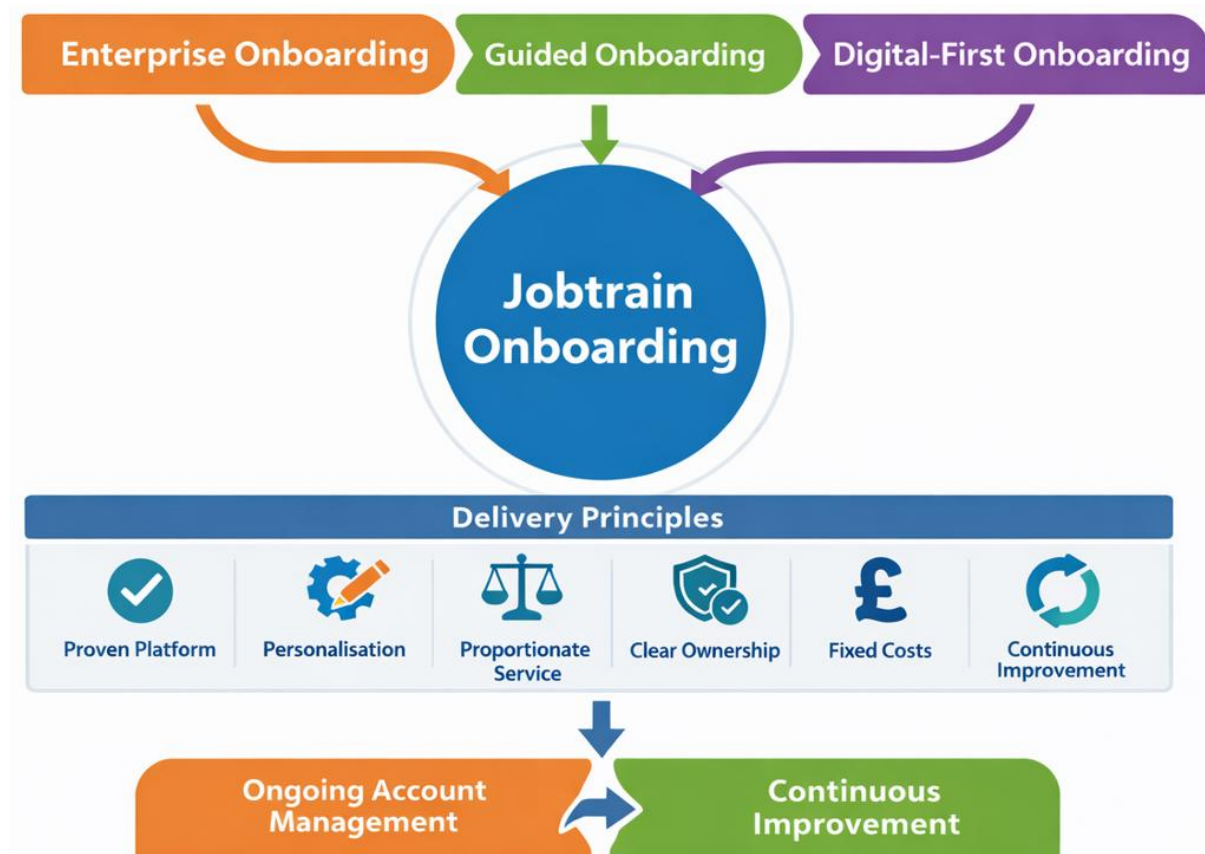
Jobtrain onboarding is underpinned by the following principles:

	Proven, pre-configured ATS aligned to sector best practice
	Personalisation rather than custom development
	Proportionate service levels aligned to organisational complexity
	Clear ownership, responsibilities and expectations
	Fixed costs to enable confident budgeting
	Continuous improvement embedded from day one

We deliver value early through a structured, phased approach that adapts to changing needs.

By blending waterfall reliability with agile flexibility, we prioritise key elements while maintaining control, avoiding delays from less critical features.

This approach has been successfully applied across a wide range of public and private sector clients, consistently supporting on-time delivery and successful adoption.



Jobtrain 3D delivery framework

All onboarding pathways follow Jobtrain's established three-phase delivery framework:

Define

We confirm objectives, success measures and operational requirements. This phase focuses on understanding key stages in the recruitment process, governance needs, compliance requirements and desired outcomes. Structured digital tools are used to gather information efficiently and consistently.

Design

Our Jobtrain ATS is configured and personalised to align with agreed requirements. This includes workflows, approvals, branding, integrations and compliance settings. 100% of setup is configuration rather than development.

Deliver

The system is configured, tested and rolled out with structured training and go-live support. A test environment is provided early to support validation, training and user acceptance testing.

Continuous improvement is built into the lifecycle, with onboarding transitioning seamlessly into ongoing account management and optimisation.

How we agree your onboarding approach

At the start of every new client relationship, we work collaboratively with you to understand your organisation, recruitment objectives and operational context. This ensures the onboarding experience is aligned to your needs and delivers the right level of guidance and support from day one.

During initial onboarding discussions, we will consider factors such as:

- The scale and structure of your organisation
- Recruitment volumes and complexity
- Governance, compliance and approval requirements
- Internal recruitment capability and system experience
- Any integration or reporting requirements
- Desired timescales for go-live

Using this understanding, we will recommend the most suitable onboarding pathway and clearly explain what is included, how it will be delivered and what outcomes you can expect. This approach ensures transparency, proportionality and a positive onboarding experience for every client.

The agreed onboarding approach is confirmed at the outset and provides a clear framework for delivery, while remaining flexible enough to adapt if requirements evolve.

Onboarding pathways

We offer a range of onboarding pathways designed to ensure every organisation receives an appropriate, supportive and effective onboarding experience. Rather than applying a one-size-fits-all model, we work with each client at the outset to understand their organisation, recruitment complexity, internal capability and desired outcomes.

Based on this initial understanding, we recommend the onboarding approach that will deliver the best results, ensuring clients feel supported, confident and valued throughout the process.

All onboarding pathways are built on the same core principles, use the same proven Jobtrain platform and lead into the same high-quality ongoing support model.

Onboarding pathways comparison

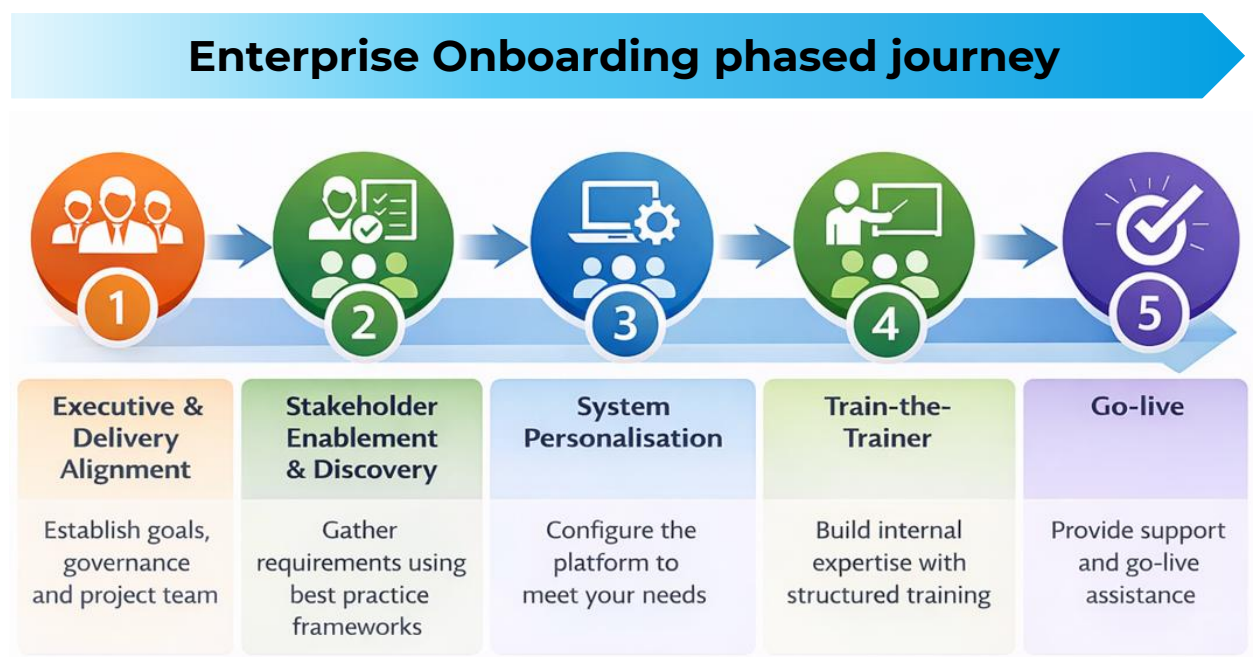
 Included element	 Enterprise Onboarding	 Guided Onboarding	 Digital-First Onboarding
Delivery framework	Full Jobtrain 3D delivery framework	Full Jobtrain 3D delivery framework	Full Jobtrain 3D delivery framework
Onboarding lead	Dedicated onboarding lead	Experienced onboarding lead	Account Manager oversight
Discovery and enablement	Executive alignment, stakeholder enablement and discovery sessions	Structured upfront information gathering	Digital-first information capture
System configuration	Fully configured workflows, approvals, compliance and branding	System configuration and personalisation	Standardised configuration
Training approach	Train-the-trainer sessions	Flexible allocation of training hours	Pre-recorded training and fixed live hours
Go-live support	Live environment activation and go-live support	Guided go-live support	Standard go-live support
Post go-live	Six-monthly strategic reviews and optimisation	Six-monthly strategic reviews	Post-launch review meeting
Community access	Client community and webinars	Client community and webinars	Client community and webinars

Enterprise Onboarding Pathway

This pathway is suited to organisations with more complex recruitment environments, governance requirements or multiple stakeholder groups, including large public sector organisations.

Approach

A structured, consultative onboarding experience designed to help organisations adopt Jobtrain quickly, confidently and with minimal disruption. The pathway is delivered through defined onboarding phases, focused on enablement, informed decision-making and proportionate personalisation, rather than open-ended project delivery.



Guiding principles

- Designed to support complex organisations
- Built on a proven, sector-aligned platform
- Early enablement to support informed decisions
- Structured, consultative and time-bound delivery
- Clear roles and shared accountability
- A foundation for long-term success.

What this includes

1. Executive and delivery alignment

An initial online session to set expectations and establish a shared understanding of scope and success.

Jobtrain will:

- Lead the onboarding kick-off session
- Confirm success criteria and agreed scope
- Define roles, decision ownership and delivery boundaries

Clients will:

- Own internal governance and coordination
- Identify representative users for subsequent enablement

2. Stakeholder enablement and discovery

A facilitated enablement and discovery phase designed to align Jobtrain functionality with real-world recruitment practices.

Jobtrain will:

- Deliver enablement sessions for representative users
- Support early familiarity with Jobtrain's end-to-end functionality
- Identify recruitment practices, pain points and best-practice alignment

Outputs from this phase inform a clear, documented summary of agreed configuration, integrations, training recommendations and delivery milestones.

Clients will:

- Select appropriate representative users
- Validate that discovered practices reflect organisational needs
- Support timely decision-making

3. System personalisation

A focused personalisation phase delivered in a defined window, based on agreed outcomes.

Jobtrain will:

- Configure agreed system elements including workflows, approvals, compliance and onboarding requirements
- Deliver a validation walkthrough to explain configured elements

Clients will:

- Provide agreed content and nomenclature
- Validate that personalisation aligns with agreed requirements

4. Train-the-trainer

Structured training to prepare the organisation to self-support and cascade knowledge.

Jobtrain will:

- Deliver train-the-trainer sessions aligned to agreed needs
- Confirm support models and escalation routes

Clients will:

- Schedule wider user training
- Lead internal communications during launch

5. Go-live

Transition from preparation into live operational use.

Jobtrain will:

- Activate the live environment

Clients will:

- Confirm launch timing and approach

Following go-live, clients move into ongoing account management with six-monthly strategic reviews focused on progress towards overall objectives, product adoption, optimisation and continuous improvement, alongside access to the Jobtrain client community and product webinars.

Optional consultancy and additional training are available where further optimisation is required.

Guided Onboarding Pathway

Guided Onboarding



This pathway is designed for organisations seeking a structured and efficient onboarding experience with tailored support, without the need for extensive discovery or formal delivery artefacts.

Approach

A guided onboarding journey using structured digital tools and repeatable processes, supported by an experienced onboarding lead and product specialists.

Guiding principles

- Structured guidance with reduced discovery overhead
- Built on a proven, sector-aligned platform
- Expert-led support without formal project complexity
- Flexible enablement focused on confidence and adoption
- Clear scope with predictable outcomes
- Designed to scale into long-term partnership

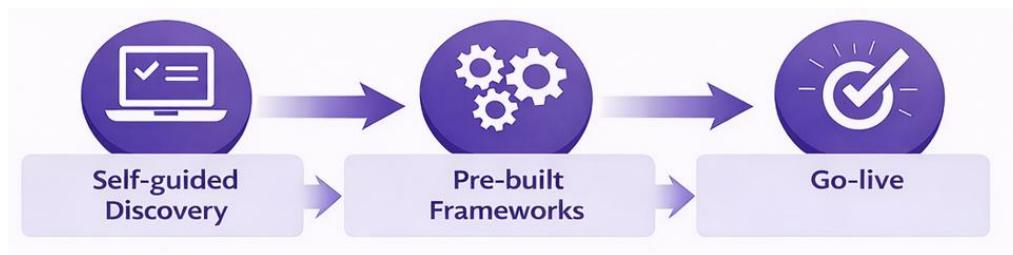
What this includes

- Structured upfront information gathering
- Initial onboarding walkthrough
- System configuration and personalisation
- A flexible allocation of training hours delivered to agreed audiences
- Ongoing onboarding support
- Six-monthly strategic review meetings following go-live
- Access to community and product webinars

Optional consultancy and additional training are available if requirements evolve.

Digital-first Onboarding Pathway

Digital-first Onboarding



This pathway is ideal for organisations seeking a fast, clear and scalable route to onboarding, supported by structured training and standard support channels.

Approach

A digital-first onboarding experience designed to get clients live efficiently while maintaining access to expert support and guidance.

Guiding principles

- Digital-first by design
- Built on a proven, sector-aligned platform
- Speed to live through standardisation
- Empowerment through clear, accessible resources
- Light-touch expert support at key moments
- Scalable and transparent onboarding

What this includes

- Digital onboarding journey supported by guided information capture
- Pre-recorded training resources and documentation
- A fixed allocation of live training hours
- Standard support channels and Account Manager oversight
- Scheduled post launch review meeting to support early optimisation
- Access to community and product webinars

Optional consultancy and additional training can be added as required.

What is not included

- Bespoke configuration or custom development

Optional consultancy and additional training are available as paid services.

Implementation timescales

Onboarding timescales vary depending on the selected Onboarding Pathway but are typically between 3 and 12 weeks from initial kick-off to go-live. Timescales vary depending on client readiness, complexity and integration requirements. Some clients choose accelerated onboarding and may go live more quickly, while others align onboarding with wider process review activities.

Timescales are agreed upfront and managed collaboratively throughout the onboarding journey.

Implementation timescales

3 Weeks

12 Weeks



Project Complexity
& Readiness



Accelerated
Onboarding



Aligned Approach

Testing and user acceptance

A dedicated test environment is provided early in the onboarding process. This environment supports:

- Configuration validation
- User acceptance testing
- Training and process trials

Where clients wish to participate actively in user acceptance testing, structured test scripts and guided demonstrations are provided.

Training approach

Training is flexible and tailored to client needs, agreed during the onboarding phase.

Delivery options include:

- Live online training sessions
- Face-to-face sessions where applicable
- Train-the-trainer models

Clients also have access to extensive digital resources and may schedule additional training sessions as required to support adoption or new feature rollout.

Go-live and ongoing support

Once the onboarding configuration and preparation phase is complete, we support clients through go-live with:

- Final readiness checks
- Launch resources
- Optional support with internal change communications

Following go-live, clients transition directly into steady-state support. Ongoing support is provided by our UK-based support team alongside the client's dedicated Account Manager, ensuring continuity, responsiveness and long-term success.

Scheduled review meetings and ongoing optimisation ensures the Jobtrain ATS continues to align with evolving organisational needs.

Ongoing support and continuous improvement

All clients benefit from:

- A dedicated Account Manager
- UK-based telephone and email support
- Online knowledge base and help resources
- Access to product updates and webinars

Regular review meetings ensure the Jobtrain ATS continues to align with evolving organisational needs, driving adoption, optimisation and long-term value.

Data Offboarding

Should a client leave Jobtrain, data exports are managed in line with contractual terms and data protection requirements. Clients are required to provide notice in accordance with agreed terms to ensure a secure and orderly offboarding process.

Summary

Jobtrain's onboarding approach delivers:

- A clear, proportionate experience for every client
- Defined ownership and accountability
- Fixed, transparent costs
- Faster time to value
- A strong foundation for long-term partnership



Clarity, proportionality and **fixed costs** for a speed-to-value, long-term partnership.

Jobtrain Limited

G-Cloud 15 Pricing
January 2026



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