Levi Strauss

KARTHIK VARATHARAJ, VICE PRESIDENT, CHIEF TALENT OFFICER

Strategy, organizational effectiveness, and talent management professional serving as trusted adviser to Fortune clients. Led and executed multiple global people transformation efforts spanning Retail, Financial Services, and Technology - lived and worked in over 10 countries

You're an original. So are we.

We're a company of people who like to forge our own path. We invented the blue jean in 1873, and we reinvented khaki pants in 1986. We pioneered labor and environmental guidelines in manufacturing. And we work to build sustainability into everything we do.

We just might be the original startup. Our brands — Levi's®, Dockers®, Denizen® and Signature by Levi Strauss & Co.™ — stand for freedom and self-expression around the world. And for more than 160 years, we've used the strength of our brands to lead with our values and make an outsized impact on the world.

DEPARTMENT BREAKDOWN

WHAT ARE YOUR KEY DEPARTMENTAL OBJECTIVES OVER THE NEXT 6 TO 12 MONTHS?
-Aligning TA function to an evolved People & Culture operating model
-Scaling TA support for retail and supply chain growth globally
-TA digital/tech stack strategic refresh
-Implementing AI systems to reduce time to hire

WHAT IS YOUR CURRENT TECHNOLOGY STACK?
Workday, SAP

HOW MANY PEOPLE REPORT TO YOU (BOTH DIRECTLY AND INDIRECTLY)?
45

WHAT IS YOUR TOTAL BUDGET OVER THE NEXT 12 MONTHS PERIOD?
Up to $10 million

PROJECT INSIGHTS

PROJECT OR INITIATIVE DESCRIPTION
Evolving TA digital/tech stack with a focus on high-volume hiring and CRM - to achieve productivity improvements and improved user experience (candidate, TA, hiring manager).

WHAT NON-BUDGETARY CHALLENGES DO YOU ANTICIPATE?
Leader buy-in org gulp rate for people initiatives

WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH?
Companies using AI to help reduce time to hire

WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?
6-12 months

WHAT IS YOUR BUDGET FOR THIS PROJECT?
$5 Million

What technology/services are of strategic importance to you in the next 12 months?

Please indicate level of need/importance below.

We realize everyone has priorities, so we asked the delegates theirs. This is so that we can create a more personalized experience for all our attendees.

AI-powered Talent Sourcing: Uncover hidden gems beyond traditional job boards.	A
Video Interviews at Scale: Streamline the hiring process with efficient virtual interviewing.	A
Data-Driven Candidate Matching: Match skills and experience to job requirements for faster hiring.	D
Building a Strong Employer Brand: Attract top talent through employer branding strategies on social media and career sites.	E
Reduce bias and ensure a diverse talent pool through inclusive job descriptions, skills assessments, and candidate matching algorithms.	D
Elevating HR on the Executive Agenda	A
Real specializes in scalable, personalized and clinically-effective mental health care.	B
Talent marketplace and AI-driven scheduling to reduce labor costs for shift-based workers	B
Employee Financial Health & Outcomes	D
Generative AI's Impact on L&D, Use Cases for Enterprise	D
AI-first agile frontline listening to deliver top-level organizational performance	B
Power smarter, faster talent decisions with big data insights and tailored guidance	A
Payroll-enabled Employee Purchase Program and Financial Wellness Resource	D
Global fertility and family-forming benefits	E
Transformative coaching and learning experiences to drive manager and leadership development, workforce productivity, engagement, and retention at scale	D
Empowering Modern Workplaces: AI and the Future of Productivity	A
How conversational AI helps retailers hire faster – and reduce cost –for every type of role	D
Frontline Employee Engagement & Retention	A
Same-day pay for employees	B
Consolidate your tech stack with multichannel talent acquisition and AI	B