




do more
feel better
live longer

Open ambition

Exciting minds
with our
Esprit
postgraduate
programme



Want to develop your leadership skills? We're looking for exceptional postgraduates who are driven by a desire to tackle some of the world's biggest healthcare challenges – helping people do more, feel better, live longer. And whether you're from a strong commercial, financial, research, medical or scientific background, we offer extraordinary career development.

The heart of our world

Our culture

For us, it's all about being purpose led and performance driven. At GSK we ask that everyone commits to living our values and performs against our corporate priorities. And in return, we commit to giving our people the right environment to thrive. Ultimately, we want work to 'work' for everyone. It's simply about you being motivated to do your best work, in a place where you can be you, feel good and keep growing. It's only through the energy, commitment, drive and passion of all of us that we can be the very best for GSK, and importantly, for our patients and consumers.

Discover more at
gsk.com/careers

We live our values

Our business is not just about selling products. Our values empower our people to make choices that focus on the best interests of patients and consumers, so we can help people do more, feel better, live longer.



Patient focus

We do what's right for patients and consumers and stick to the highest levels of ethical medical practice and governance.



Respect for people

Our inclusive working environment reflects the diversity of our patients and consumers and the communities in which we operate.



Integrity

We're focused on performance while acting legally and fairly in all circumstances, looking for principles, not loopholes.



Transparency

We're honest about what we do, how we do it and the challenges we face.

Like our patients and consumers, our people come from all cultures and backgrounds. After all, what better way to make sure we create products that meet the needs of everyone? It's why we welcome all talented people and have many working groups, for example for LGBT+, gender and disability, to make our culture as inclusive as possible.



Pharmaceuticals



£17.6bn
turnover
in 2019



2.3bn
packs of medicine
sold in 2019



In 2019,
we invested
£4.6bn in R&D



Global leaders
in Respiratory
and HIV

Inhale. Breathe.

Join us and help deliver billions of innovative healthcare products each year. Like engineering our Ellipta inhaler for patients with asthma and chronic obstructive pulmonary disease (COPD). It looks simple on the outside, but inside it's a complex feat of engineering – ensuring every patient gets the right amount of medicines into their lungs every time. Sounds exciting?

**Discover more, search
GSK Behind the science.**

Just three of our innovations:

- Our new once-daily combinations inhaler for asthma and COPD
- A new drug breakthrough for the autoimmune disease lupus
- The first in a series of two-drug regimens for HIV/AIDS that reduces the number of drugs patients take





Vaccines



We distribute more than two million vaccines every day to people in over 158 countries



We have 15 innovative candidate vaccines in the pipeline



£7.1bn turnover in 2019



We have more than 30 vaccines to help protect people at all stages of life – childhood, adolescence, adulthood and older age

Vaccinate for life

According to the World Health Organization, only clean drinking water rivals vaccination in its ability to save lives. Help us discover, produce and deliver vaccines for both children and adults – which help prevent millions of deaths every year. Exciting times.

Discover more, search GSK Behind the science.



Just three of our innovations:

- Our vaccine against measles was a world first, helping to prevent one of the world's deadliest childhood illnesses
- Our vaccine against malaria is another world first and we are donating 10 million vaccine doses for the WHO-coordinated malaria vaccine implementation programme
- Our new vaccine to prevent shingles, a disease caused by the same virus responsible for chickenpox, has shown very high efficacy even in adults over 70



Consumer Healthcare



£8.9bn
turnover
in 2019



£1bn
value of our
Sensodyne brand



We are #1 in the
global respiratory
market and #1 in
first line pain relief



In 2019 we finalised an
agreement with Pfizer
to combine our two
Consumer Healthcare
businesses

The joy of Innovation

We combine deep consumer insights and scientific and technical expertise to deliver innovations across each of our categories. For example, in oral health we launched our most advanced formulation for enamel care, Pronamel Intensive Enamel Repair toothpaste, in the US, UK and Germany. With more than 80% of people globally at risk of enamel wear, and 30% of European adults aged 18-35 already showing moderate signs of enamel wear, this formula is proven to actively repair acid-weakened enamel to help people strengthen and protect their teeth.

**Discover more, search
GSK Behind the science.**

Just three of our innovations:

- Voltaren Arthritis Pain is the first prescription strength, nonsteroidal anti-inflammatory (NSAID) topical gel for arthritis pain available over-the-counter in the US to the nearly 30 million Americans with osteoarthritis
- TUMS Chewy Bites with Cooling Sensation; it goes to work in seconds while providing a cooling sensation so consumers can cool down and fight heartburn fast
- Sensodyne Sensitivity & Gum, which was developed for approximately one third of the adult population that experience tooth sensitivity, with over half of them also experiencing gum problems. The new offering provides dual relief for sensitivity and bleeding gums, all in one daily toothpaste



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We're looking for postgraduates with the intelligence, ambition and tenacity to help people do more, feel better, live longer. Through our tailored development programme, you can specialise in one of three areas: Commercial management; Finance; or Research and development (R&D).

Over three or four years, you'll benefit from a range of rotations that will accelerate your personal and professional development – and the growth of our organisation. Stretching rotations in relevant business areas will provide global exposure and facilitate collaboration with international colleagues from a range of diverse backgrounds. Meanwhile, regular networking events, individual coaching and mentoring with senior leaders will ensure you have all the guidance you need to thrive in our business.

Inspired development

We expect you to have:

Academic excellence

An exceptional MBA or PhD depending on your chosen business area.

A global mindset

You need to be fast-thinking, flexible and globally-minded.

Proven results

You'll need to show evidence you've made an impact through leadership, innovation, decision making, analysis and strategic thinking.

Language fluency

You must have spoken and written business English and be fluent in the language of the country that's your 'home' during the programme.

Right to work

You must be legally able to work in the country you apply to for the whole of the Esprit programme.

And of course we expect you to have a strong interest in healthcare.

How to apply



Fill out a short application form online.

We've designed this form so it will only take you minutes to complete.



Complete World of GSK online assessment.

You'll watch a number of videos then be asked to give your responses to various scenarios.



Pass your GSK Life online job simulation.

This assesses how you react to real-life work scenarios and will help you learn more about the area you've applied to.



Excel in our interview.

We'll interview you to see if you're a good fit for us. This will include some technical questions.



Succeed at our Assessment Centre.

You'll meet some of our people and learn more about us. Immersive exercises might include a short presentation.



Accept our offer.

If you have the skills we need and share our values, we'll invite you to join us and talk you through the steps you'll need to take next.

We're 100% open to all talent – whatever your gender, marital status, religion, age, colour, race, sexual orientation, nationality or disability.

If you have any questions or need any support through the recruitment process please email us at www.earlytalentrecruitment@gsk.com. We'll make all reasonable modifications to support you and we'll treat all information you give us in confidence.

Join us and
**Be you.
Feel good.
Keep growing.**

“

We want to represent the modern world that we live, work and compete in, so every single employee can feel supported when they come to work at GSK, and give the best of themselves every day.”

Emma Walmsley, CEO



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Want to solve some
of the world's biggest
healthcare challenges?



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