

Ahead together  
with our  
Early Talent  
programmes





# Ahead together to reshape healthcare

## Launch a career with greater purpose

Joining GSK as a student or graduate is the perfect starting point to a fascinating career – and your chance to help make an impact on billions of lives.

We're ready to set you on the path to becoming a world-class scientist, an expert in your field or an inspiring business leader. You'll find a range of internships and graduate programmes designed for different talents and interests, as well as Direct Entry opportunities across our business. There are many ways to learn, grow and help the world to get ahead of disease together.

# Ahead together to prevent and treat disease

We are a global biopharma company strengthened by the belief that getting ahead of disease together is one of the greatest, and most inspiring, challenges there is. Getting ahead means helping prevent disease as well as treating it. By the end of 2030, we aim to positively impact the health of 2.5 billion people around the world. At the same time, we will extend our efforts to protect the planet.

Our bold ambitions for patients are reflected in new commitments to growth and a step-change in how we will work over the next five years.

We are partnering ever closer with global institutions and charities to expand access to treatments. Our vaccines and medicines, including innovative new products, will reach more people who need them than ever before.

[Find out more about who we are](#) 

**£29.3 bn**  
our total turnover in 2022

**70,000**  
**people**  
employed in more than  
80 countries worldwide

## Vaccines

Our unrivalled portfolio targets infectious diseases at every stage of life, helping protect people from meningitis, shingles, flu, polio, measles and many more.

**20+**  
vaccines in  
our portfolio

**~500m**  
vaccine doses produced  
and delivered in 2022

**40%**  
of the world's  
children receive  
a GSK vaccine  
each year

## Specialty Medicines

We continue to be global leaders in delivering HIV medicines, and focus on life-changing cancer medicines and pioneering treatments for immune-mediated diseases.

**1st**  
new medicine  
for Lupus in  
50+ years

**2/3rds**  
of our pipeline  
comes from  
infectious diseases  
and HIV

**1st**  
to pioneer HIV  
treatments in  
1980 and leaders  
in HIV innovation

## General Medicines

From inhaled medicines for asthma and COPD to antibiotics and medicines for skin diseases, we continue to make life better for millions of people all over the world.

**150+**  
medicines in  
our portfolio

**700m**  
patients reached  
with GSK's general  
medicines over the  
next ten years

**50**  
years helping  
millions of people  
with respiratory  
conditions

# Ahead together for a brighter future

## Work placements and internships

A placement here is your opportunity to take on a role with genuine impact – it's challenging, serious work on live projects or assignments. We get the benefit of your new perspectives and fresh thinking. You get to learn from us, develop your skills and gain valuable experience for wherever the future takes you.

## Graduate opportunities

There are multiple routes into GSK. If you're looking for the broad exposure of a rotational programme, our [Future Leaders programme](#) is for you. We also offer exciting non-programme roles and have a wealth of technical and business roles available via [Direct Entry](#).

## Post-graduate opportunities

This is the perfect place to follow your specific interests and turn your research into real world impact. We have a wide range of programmes for PhD students or postdocs with expertise in a relevant scientific, research or medical field.

# Ahead together for the ultimate career boost

## Accelerate your journey to leadership

Are you a talented and ambitious student or graduate motivated to help make an impact on billions of lives? Our two-to-three year Future Leaders graduate programme will help you develop your leadership skills by doing real work that matters.

There are wide range of options across Business Operations, Manufacturing & Supply, Research & Development, Sales & Marketing. You'll be immersed in your chosen area, with core objectives to deliver as you learn and grow. You will also have plenty of opportunities to discover how other parts of our business operate and fit together. [Explore our business areas.](#)

## Get the support you need

We'll help you thrive throughout the programme, but the ultimate responsibility for shaping your career will be yours. You and your manager will have open, frank conversations about your progress – and your future. There will be no shortage of mentors and coaches to share their insights and advice. We follow the 70/20/10 model: 70% of your development comes from real world, on-the-job learning, 20% through working relationships with your peers, leaders, mentors or coaches, and 10% from formal learning.

You will gain the knowledge, skills and experience to step up to key business challenges – and to play an increasingly influential role in our efforts to get ahead of disease together.

Some of our graduates share what drew them in to GSK and why they chose to join their respective programme. [Watch video.](#)





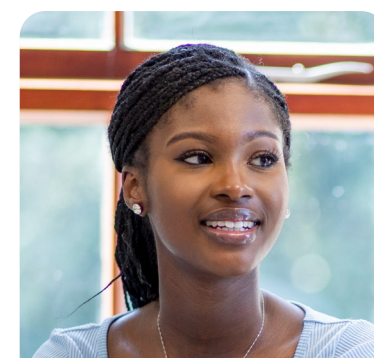
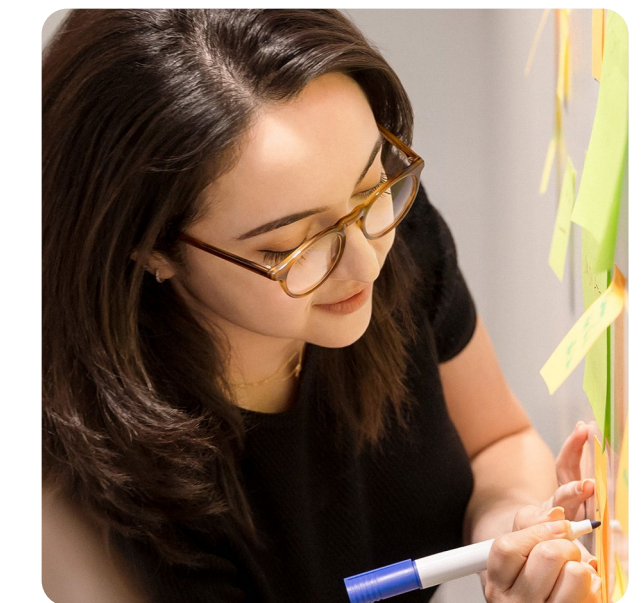
# Ahead together and open to all

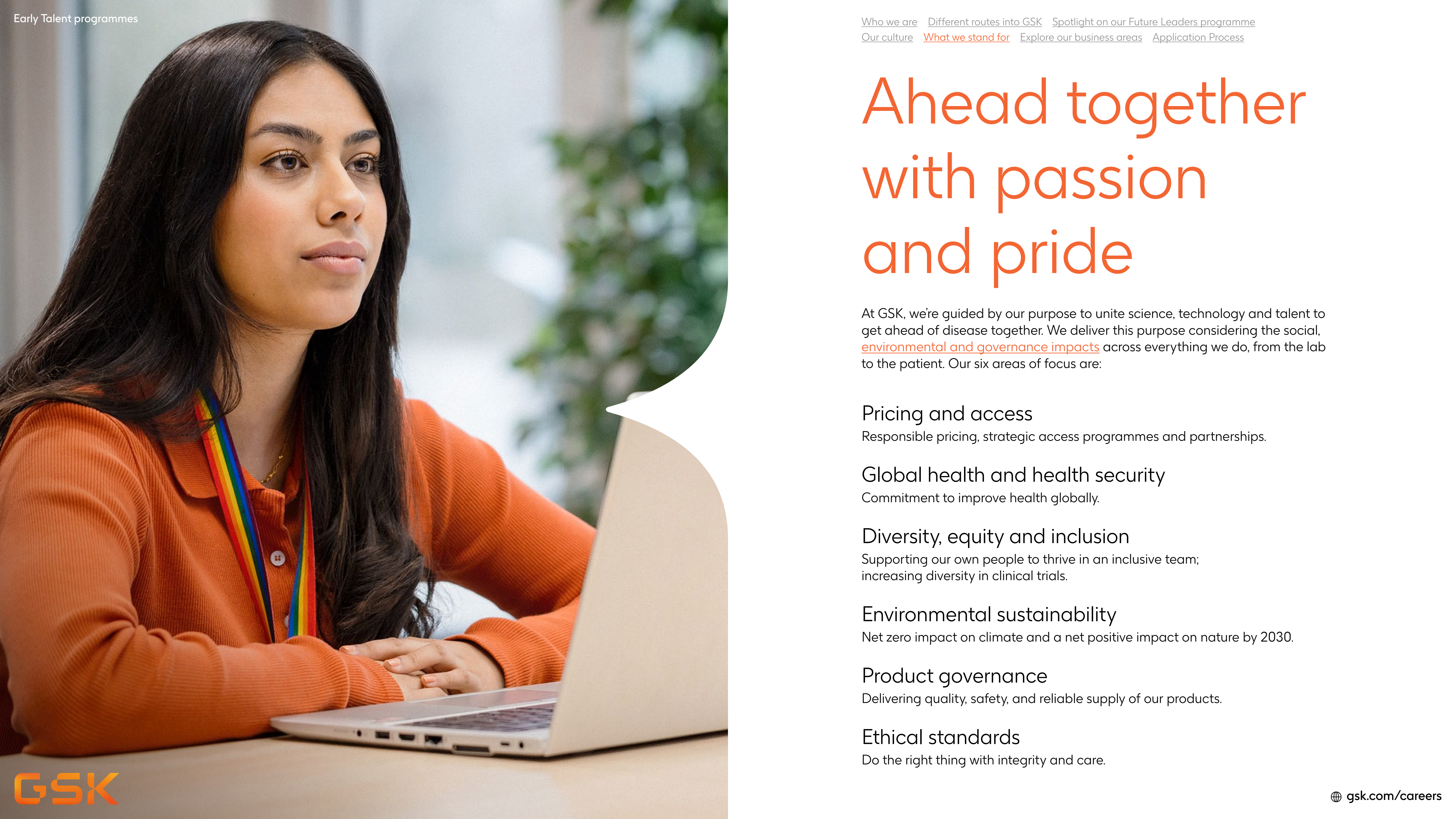
Our culture is something we all own. We are ambitious for patients, accountable for impact and do the right thing to deliver for our patients, shareholders and our people. It's an environment for our people to feel inspired, encouraged and challenged to be the best they can be. A place where they can be themselves – feeling welcome, valued and included. Where they can keep growing and look after their wellbeing.

Join us in a role that interests you – from scientific research to engineering, from sales to finance – and let's help the world get ahead of disease together.

[Find out more about our culture and our code](#)

[Meet some of the people helping us get ahead of disease](#)





# Ahead together with passion and pride

At GSK, we're guided by our purpose to unite science, technology and talent to get ahead of disease together. We deliver this purpose considering the social, [environmental and governance impacts](#) across everything we do, from the lab to the patient. Our six areas of focus are:

## Pricing and access

Responsible pricing, strategic access programmes and partnerships.

## Global health and health security

Commitment to improve health globally.

## Diversity, equity and inclusion

Supporting our own people to thrive in an inclusive team; increasing diversity in clinical trials.

## Environmental sustainability

Net zero impact on climate and a net positive impact on nature by 2030.

## Product governance

Delivering quality, safety, and reliable supply of our products.

## Ethical standards

Do the right thing with integrity and care.

# Ahead together with specialist expertise

A variety of Early Talent programme areas are offered to help you hit the ground running as you enter the world of work.



## Manufacturing & Supply

### Engineering (incl. automation, chemical & mechanical)

Use advanced engineering solutions to help manufacture vaccines & medicines.

### Manufacturing Operations & Quality Science

Make safe, high-quality vaccines that save lives.

### Quality Science

Manufacture high quality products to help us get ahead of disease.

### Supply Chain

Deliver vaccines and medicines that improve millions of lives.

### Environment, health, safety & sustainability

Ensure we're always conscious of how we do things and the impact we have on the world around us.



## Sales & Marketing

### Commercial Management (Pharmaceuticals)

Drive innovations that increase competitive growth.



## Business Operations

### Communication and Government Affairs

Share our story and save lives.

### Finance

Use numbers to improve the quality of lives.

### Human Resources

Equip the business with the right people to get ahead of disease.

### Procurement

Operate across borders to improve the world's health.



## Research & Development

### Drug design & selection

Find the most effective combination for those who need it the most.

### Product Development

Develop the next generation of medicines.

### Regulatory Affairs

Help maintain high standards that result in better health.

### Vaccines Development

Develop vaccines that transform quality of millions of lives.

### Data Science & Biostatistics

Use data to deliver insights that can help us get ahead of disease.

### Clinical Operations

Design, plan and help run clinical trials of life-changing medicines.





# Ahead together exploring potential

Our application process is an opportunity for us to learn about you and you to learn about us. The process varies slightly depending on the programme you are applying for – or if you choose a direct entry role. We use a variety of online assessments, many using video.

## Fill out a short application form online

It will take you just a few minutes to complete.

## Complete the World of GSK online assessment

In some markets, you'll have to complete the World of GSK online assessment – an exercise where you watch a series of videos and then give appropriate responses to various scenarios.

## GSK Life job simulation

For our Future Leaders Programme roles, and some of our Apprenticeship and Intern roles, you'll be asked to take our bespoke immersive online assessment where you're presented with a scenario and some business facts, and asked to respond through video, writing and multiple choice.

## Succeed at our Virtual Assessment Centre or interview

Take part in immersive exercises, make a presentation, and meet some of our people to get a deeper understanding of life at GSK.

## Accept our offer

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

[Please get in touch if you need any adaptations to be made.](#)

Search our Early Talent opportunities at [gsk.com/careers](https://gsk.com/careers)

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