

Future Leaders Programme  
**GlaxoSmithKline**

What next?





80% of the 900 million vaccine doses  
we distributed in 2012 went  
to developing countries.

# Contents

2 Why GSK?


## **What Future Leaders Programme are you interested in?**

- 4 Engineering and Science
- 5 Information Technology (IT)
- 6 Finance
- 7 Communications
- 8 Procurement
- 10 Human Resources (HR)
- 11 Environment, Health and Safety
- 13 Regulatory Affairs
- 14 Sales and Marketing
- 15 Health Outcomes
- 16 Management
  
- 19 Why do a placement?
- 20 What's on offer?
- 21 What's the application process?









We are tackling the three 'priority' diseases  
identified by the World Health Organisation:  
HIV/AIDS, tuberculosis and malaria.

## ENGINEERING AND SCIENCE

# What can you do with £3 billion?

Every year, we spend £3 billion on pharmaceutical and consumer healthcare production. We are responsible for the smooth and rapid transition of newly developed products into full-scale manufacture across our entire portfolio. With a global network of 74 sites in 32 countries, we deliver over 1,000 branded products to more than 100 markets worldwide.

Join us and you could be part of a talented, integrated team of chemical, electrical, mechanical, biopharmaceutical, automation, and packaging engineers. Our three-year

Future Leaders Programme – Engineering and Science involves three different rotations to give you a broad range of experience.

We are developing new, state-of-the-art technologies all of the time. So you'll have the chance to develop your skills in a radically changing industry. You'll also have the support to plot your own career path.

**Requirements:** A minimum 2:1 degree (or equivalent), Masters or PhD in a relevant engineering or science discipline, plus leadership potential and genuine enthusiasm for the healthcare industry.



## INFORMATION TECHNOLOGY

# How can we move into tomorrow?



We are a 21st century business at the cutting edge of science. Technology lies at the heart of everything we do, and our information technology (IT) professionals are integral to the functionality of our company. Our Future Leaders Programme – IT is perfect if you want to use your technical skills to make a real difference in the world, helping us to deliver healthcare solutions to patients across dozens of different countries.

You'll be taken through a comprehensive induction, before being rotated through different IT functions in our business across three years. This will give you the broad

functional experience you need to emerge from the programme as a potential business leader. As well as detailed knowledge of IT, you'll develop skills in leadership, influencing and negotiation.

You'll be supported by a solid network of mentors, including a programme sponsor, a programme manager, line managers, alumni, a buddy and your peers. This support network will continue long after you complete the programme.

**Requirements:** You'll require a 2:1 degree (or equivalent) in business studies/management, engineering, science or IT degree with business/management (eg.ITMB). Strong communication skills, and an analytical and conceptual intellect will be important. You'll also need the strength of character required to lead by example, and the flexibility to work well across a range of different functions.



*Could you account for an R&D spend of £300k an hour?*

Finance adds business value, managing investment budgets for R&D. Our three-year Future Leaders Programme – Finance combines practical work experience with professional study. You'll gain a solid grounding in financial management through three stretching year-long placements in areas such as R&D, manufacturing and commercial. You'll also develop a strong professional network by working in a variety of finance teams across the business.

The programme is CIMA-accredited, and you'll undertake a structured examination programme leading to CIMA qualification at the end of your three years. Juggling work and study for a finance qualification is not easy. But we will develop and

support you at every stage, and actively encourage you to manage your career and personal development. The rewards will be worth the hard work you put in: at the end of the programme you'll be equipped with the financial and management skills to pursue a long-term career with us.

**Requirements:** A minimum 2:1 degree (or equivalent) in any discipline, at least 300 UCAS points or equivalent (not including General Studies) and either a grade A in GCSE Maths or grade A/B in A-Level Maths, plus a strong interest in Finance.



## COMMUNICATIONS

*Can nearly 100,000 people speak  
with one voice?*

Communications is about giving a business with nearly 100,000 employees a clear and consistent voice to build trust and achieve its goals. Your early career development across the two-year Future Leader Programme will provide wide-ranging experience across internal, external, global and local communications practices. You'll also develop through challenging job rotations in a variety of business areas: pharmaceuticals, R&D and consumer healthcare to name but three.

You'll be supported by formal learning and coaching. We're a global company

with numerous functions, so the skills you learn will stand you in good stead for a successful and rewarding career across many areas of the business and, possibly, many countries. Our overall aim will be to prepare you for a future leadership role within the communications function.

**Requirements:** A minimum 2:1 (or equivalent) from a range of degree disciplines and a grade A or B in GCSE English. You must also have the ability to absorb information and turn it into clear and compelling communications.

## PROCUREMENT

# *How far do you go to source quality?*

Our procurement function purchases goods and services on a global scale. We spend billions every year to improve quality, drive down costs and ensure secure supply in all areas of our business from consumer health products to pharmaceutical development.


Our Future Leaders Programme – Procurement is designed to give you a solid procurement background. Potential rotations include production, R&D, commercial, IT and corporate. As well as managing spend across whole categories, you'll get involved in project management, contracting, supplier data analysis, market research and stakeholder engagement.

Formal training will include learning how to apply best practice tools and techniques to develop and implement an integrated procurement strategy. By networking with colleagues in the US, Singapore and Belgium, interacting with senior colleagues and taking on new challenges, you'll have every opportunity to develop into a future procurement leader. Procurement is a global operation, so there is also potential to explore international career opportunities.

**Requirements:** A minimum 2:1 degree (or equivalent) in any discipline and a strong interest in procurement need to be combined with resilience and commercial awareness. You must also be prepared to be internationally mobile.







In 2012 we spent £3.5 billion in total,  
in our search to develop new medicines,  
vaccines and innovative consumer products.

## HUMAN RESOURCES

*What could you teach someone  
with two PhDs?*

We have an incredibly talented workforce that includes some of the leading scientists in their fields. Human Resources (HR) equips our business with the right people with the right skills to achieve our aims through a range of people policies and initiatives. Our Future Leaders Programme – HR will accelerate your early career development through diverse experiences and put you on the path for a future leadership role.

You can expect challenging job rotations in the three core areas of our HR model – HR services, business-aligned and centre of excellence – across business areas such as

pharmaceuticals, consumer healthcare and supporting functions. These will be complemented by formal learning and coaching, plus full support from those around you. Combined, this will give you a breadth of HR understanding, detailed business knowledge and world-class leadership skills.

**Requirements:** A minimum 2:1 degree (or equivalent) in any discipline, along with a customer-driven attitude, business understanding and strong relationship-building skills.

## ENVIRONMENT, HEALTH AND SAFETY

*Could you protect our people  
and our planet?*

We make the health and safety of our employees and our obligation to protect the wider environment our top priority. Providing leadership, direction and technical advice in these areas is the combined responsibilities of our environment, health and safety professionals. They are given the task guiding us closer to our goal of zero workplace injuries and illnesses and zero negative impact on the environment from our business activities.

Our Future Leaders Programme – Environment, Health and Safety is designed to create the next generation of environment, health and safety leaders. You'll be rotated through a number of

disciplines, potentially including occupational safety, occupational hygiene and medicine, public health, environmental management, coaching and personal resilience. We'll support you with ongoing coaching and training throughout the programme.

Requirements: We require a minimum 2:1 degree (or equivalent) in a science or engineering-related discipline. You'll need to be passionate, with a social conscience and a real desire to make a difference to people and the planet. We also look for great communication skills and the ability to build strong relationships.





A close-up, low-angle shot of a man with dark hair, smiling broadly and looking upwards and to the left. He is wearing a dark suit jacket over a light blue striped shirt. The background is plain white. A semi-transparent dark blue rectangular box is overlaid on the lower right portion of the image, containing white text.

Our long-term vision is for  
our entire value chain to be  
carbon neutral by 2050.

## REGULATORY AFFAIRS

# Who makes sure that medicines are safe?

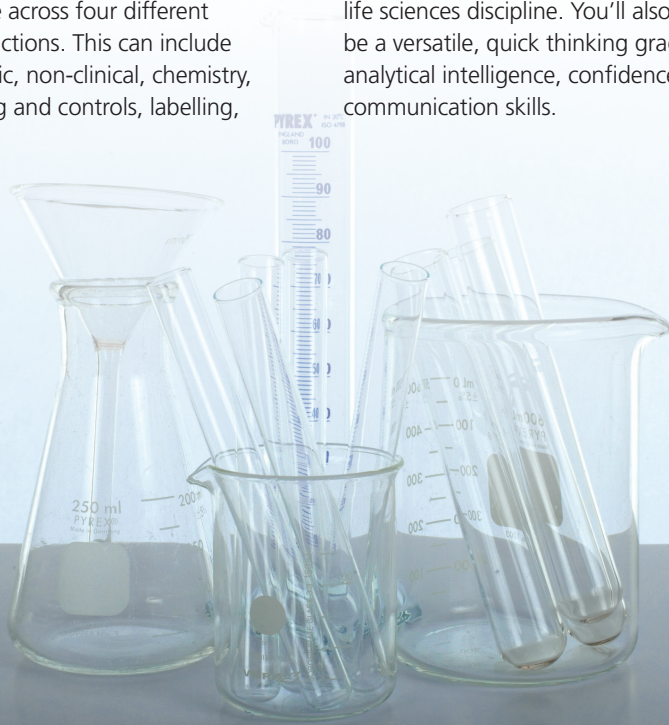
As a company, we take our responsibilities very seriously. Our medicines are used by millions of people all over the world, and it's up to us to make sure that they are safe and effective. In part this is the task of our regulatory affairs team, the part of our business that makes sure all of our new drugs meet the Quality, Efficacy and Safety standards throughout the world.

On our Future Leaders Programme – Regulatory Affairs you'll go through a two-year multidisciplinary programme, spending time across four different regulatory functions. This can include our therapeutic, non-clinical, chemistry, manufacturing and controls, labelling,

quality and risk management and regional teams, where you will work with scientists, physicians and regulatory colleagues.

You'll play an active part in helping to ensure medicines reach patients in many different parts of the world, and you'll leave the programme an experienced regulatory affairs professional with an intimate knowledge of the drug registration process.

**Requirements:** At the minimum, you'll require a 2:1 degree (or equivalent) in a life sciences discipline. You'll also have to be a versatile, quick thinking graduate with analytical intelligence, confidence and great communication skills.



## SALES AND MARKETING

*How do you bring 900 million vaccine doses and over 1,000 consumer products to market?*

Sales and marketing brings products to market that save lives, tackle chronic illnesses or address everyday healthcare issues. In 2012, we distributed 900 million doses of vaccines to 170 countries – we also deliver over 1,000 branded products to more than 100 markets worldwide. We run two Future Leaders Programmes in Sales and Marketing, each of which aims to develop our future commercial leaders:

### **Future Leaders Programme – Sales and Marketing (pharmaceuticals)**

Our 2½-year pharma sales and marketing programme offers the chance to develop a range of business skills and a deep understanding of the UK healthcare environment through challenging placements. The programme will include marketing placements with key brands, six months as a sales representative and six months in an NHS-based placement. You'll be supported every step of the way, as you gain an in-depth insight into our commercial business.

**Requirements:** A minimum 2:1 degree (or equivalent) in any discipline, plus commercial awareness, self-motivation and the confidence to express your opinions.

### **Future Leaders Programme – Sales and Marketing (consumer)**

Our consumer sales and marketing programme will give you a breadth of sales and marketing expertise through challenging rotations in field sales, brand marketing, commercial marketing and supply chain. You'll work across our wide range of brands, building relationships with suppliers, retailers and consumers. Through a mix of on-the-job experience and formal training, you'll develop business knowledge and leadership skills.

**Requirements:** A minimum 2:1 degree (or equivalent) in any discipline and a full UK driving licence, plus creativity and commercial nous.







# *Are we battling disease or keeping people fighting fit?*

Health outcomes is a rapidly growing specialist area in our industry. It focuses on improving people's lives by demonstrating the economic and humanistic value of our present and future medicines through in-depth analysis. Offering a variety of challenging placements, this programme aims to turn you into an expert in the health outcomes field.

Your aim will be to generate high-quality and timely data to explain the benefits our brands can add to patient's lives. This will involve working across a range of therapy

areas including vaccines, oncology, respiratory and metabolic. The role will also entail leading our interface/submissions to organisations such as the National Institute for Health and Clinical Excellence (NICE).

**Requirements:** A minimum 2:1 degree (or equivalent) in economics, statistics, biomedical science, pharmacy/ pharmacology or biological sciences, plus the confidence to express your opinions and build strong relationships. You must be able to demonstrate strong analytical skills.

# What does it take to be a leader?

Like any blue chip company, we're only as good as our leadership. Our new Future Leaders Programme – Management is designed to take raw talent and mould it into the future leadership of our business. It's a rigorous two to two-and-a-half year programme that is perfect if you want to experience many sides of our UK Pharmaceuticals business before deciding on a speciality.

The programme will put you through your paces in four rotations across different areas of our business. You'll do at least one placement in a marketing role, with the option to work in our finance and insights, health outcomes, government affairs, communications or HR teams. There is also the option of a further six-month placement on secondment to the NHS, our main customer.

You'll be sponsored by a member of the UK Management team and one of the senior leaders within UK Pharma. These two mentors will help to guide you into a permanent specialism upon the completion of the programme.

**Requirements:** A 2.1 degree (or equivalent) in any degree discipline. The programme has been crafted to get the best out of high-calibre graduates. You'll need a strong track record of achievement and a genuine, innate intellectual curiosity, with the ability to engage with a wide range of people.






A young woman with short dark hair is smiling and holding a baby. She is wearing a vibrant, multi-colored patterned wrap (likely a traditional African cloth) around her shoulders and waist. The baby is also wrapped in a similar patterned cloth and is pointing its finger towards the camera. The background is a soft-focus outdoor setting with green foliage and sunlight filtering through the trees.

We have formed a unique partnership with  
Save The Children with the aim of saving  
the lives of 1 million children.





We have offices in over 100 countries  
and major research centres in the UK,  
USA, Spain, Belgium and China.

# Why do a placement?

We offer undergraduates both industrial placements and summer placements. Industrial placements last 12 months, and summer placements up to 12 weeks.

An industrial placement is a great chance to apply the skills you've gained at uni in a 'live' role in science (R&D or manufacturing), engineering & science, finance, HR, IT, communications, procurement, regulatory affairs or supply chain. Our sales & marketing, procurement and supply chain summer placements involve working on challenging assignments, with full support and training given to help you make the most of the experience.

As well as gaining first-hand experience of a global healthcare company,

you'll develop a number of core skills. These include communication, planning, organising, problem-solving, team-working and networking. Regular meetings will be held with your line manager during your placement to discuss your development and training.

**Requirements:** Industrial placements – Must be studying towards an undergraduate degree and must be supported by your university to take an industrial placement year.

Summer placements – in the penultimate year of your degree and on track for a 2:1 degree or higher (or equivalent).

# What's on offer?

## Training and development

Do you want individually-tailored development and the chance to drive your own career?

We want our people to achieve their personal aspirations and ambitions, to perform as well as they can and realise their full potential. You'll be responsible for driving your own development – we will give you every support to do just that. Once you've settled in, we'll do everything we can to help you develop your individual strengths and maybe discover some hidden talents along the way.

Most of your learning will be on-the-job, although you'll be supported by those around you and benefit from formal development. You'll also have regular, high-quality performance and development planning discussions with your manager. Open and honest, these discussions will be a fundamental part of your career development.

It's important to remember that careers may take many different directions and flexibility is key. Be prepared to seek new and stretching experiences to develop yourself,

and build relationships. Career development is all about building your experience and capability levels for the future.

## Benefits

### How do we incentivise our people?

We will reward your high performance and recognise your outstanding achievements through TotalReward. This is more than just a salary. It rewards high performance, invests in your development, helps you to save for the future and boosts your health and wellbeing.

### TotalReward consists of:

- competitive base salary
- annual bonus
- benefit programmes benchmarked against industry
- recognition programme to reward exceptional achievements and contributions by you and your team
- performance and development programme



A close-up, high-angle shot of a woman with dark hair, wearing a light blue blazer, looking down at a spiral-bound notebook and a pen. The background is a soft, out-of-focus white.

# What's the application process?

We have a three-stage recruitment process, starting with an application form and, hopefully, ending at an assessment centre. If your application is successful, we'll invite you to a video/telephone interview which involves a mix of technical and competency-based questions. Throughout the process, we'll explore your ability to apply the knowledge you have gained throughout your studies.

To apply for a Future Leaders Programme or a placement, you must be on track for a 2:1 degree (or equivalent) or have achieved this already. Recruitment takes place annually from September onwards. It's important to apply early as we have rolling deadlines. Assessment centres for some programmes will be held from November.

# Intrigued?

We've got plenty more to tell you.

So go to [www.gsk.com/uk/careers/graduates.html](http://www.gsk.com/uk/careers/graduates.html)  
from there you can apply for our graduate programmes  
and undergraduate placements.

Find us on:



Search for GSK UK Students and Graduates



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