

Ahead  
together  
with our  
early careers  
opportunities





# 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.

Our early careers opportunities are designed to empower you as you enter the world of work. 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 the decade, 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.

**£30.3 bn**  
our total turnover in 2023

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

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

## Vaccines

Our broad vaccines portfolio targets infectious diseases at every stage of life, helping to protect people from meningitis, shingles, RSV, flu, polio and many more.

**20+**  
vaccines in  
our portfolio

**1.5m**  
vaccine doses produced  
every day

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

## Specialty medicines

We continue to be global leaders in infectious diseases, respiratory and HIV medicines, and have an emerging portfolio of cancer medicines.

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

**11**  
investigational  
medicines in our  
oncology pipeline

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

## General medicines

From antibiotics to inhaled medicines for asthma and COPD, we have over 150 general medicine products, many of them leaders in their class, making life better for millions of people worldwide.

**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 GSK internship is your opportunity to take on a temporary 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 [GSK graduate 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.

# Ready to make an impact?

## Join our GSK graduate programme

Are you a talented and motivated student or graduate eager to make a positive impact on billions of lives around the globe? Our GSK graduate programme offers a unique opportunity to grow your career, develop your skills and build valuable connections from day one. Working in experienced teams on live projects, you'll be challenged and supported to do your best work, whichever business area you choose.

From Business operations, Manufacturing & supply, Research & development and Sales & marketing, you'll be immersed in your chosen area of expertise, whilst gaining broader insights into the operations that drive our global business. Explore our business areas [here](#).

## Get the support you need

Throughout the programme, we are committed to helping you thrive. You and your manager will engage in open and honest discussions about your progress and future. Rest assured, our team of mentors and coaches are ready to share their insights and provide guidance to help you succeed.

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.

With our first-class support and development opportunities, you'll be well-equipped to start your professional career and make a meaningful impact at GSK. Join us on this exciting path and help us get ahead of disease together.





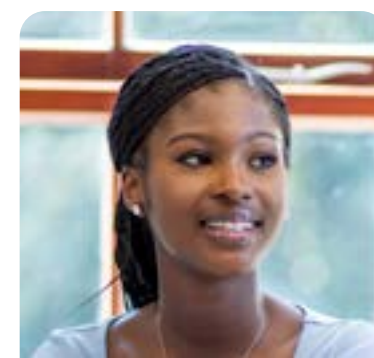
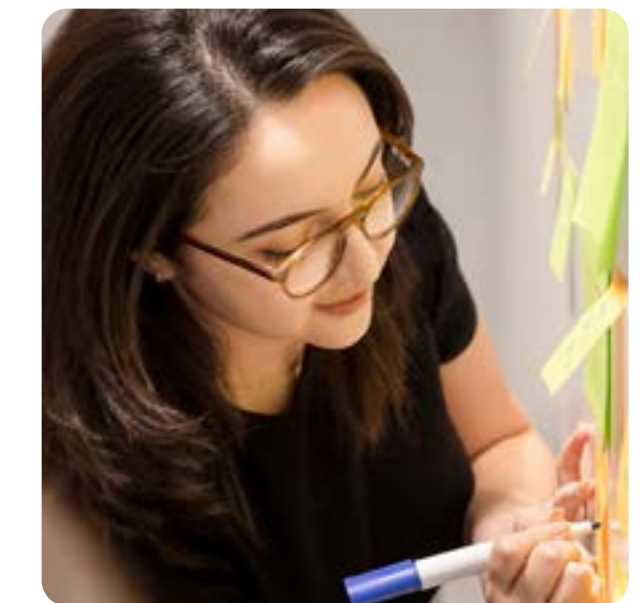
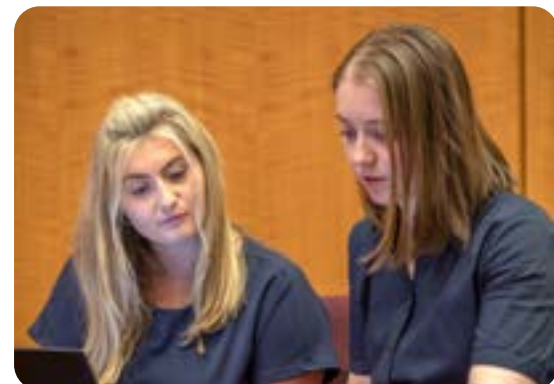
# Ahead together and open to all

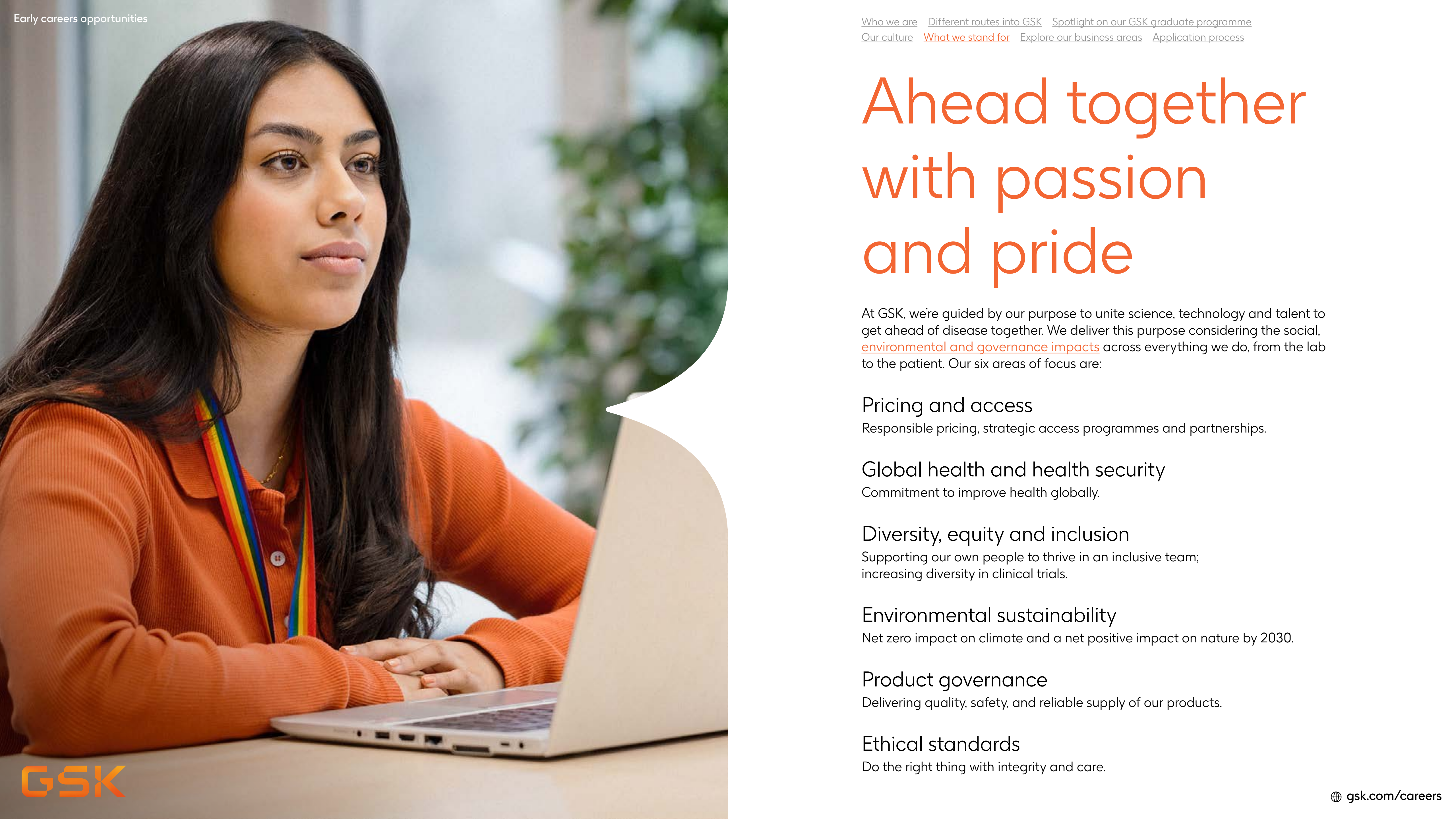
Our culture is something we all own. We are ambitious for patients, accountable for impact and do the right thing to deliver for our patients, shareholders and our people. It's an environment for our people to feel inspired, encouraged and challenged to be the best they can be. A place where they can 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 careers opportunities are offered to help you hit the ground running as you enter the world of work.



## Manufacturing & supply

### Engineering

(incl. automation, chemical, electrical and mechanical)

Use advanced engineering solutions to help manufacture vaccines and medicines.

### Manufacturing operations and Quality

Make safe, high-quality vaccines and medicines that positively impact lives.

### Quality science

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

### Supply chain

Make and supply our medicines and vaccines, from creating quality products to designing effective supply forecasting.

### 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)

Marketing and launching our products, driving sales growth, and working in partnership with teams who run our disease awareness campaigns.



## Business operations

### Digital & tech

Provide the digital tools, resources and solutions to amplify and accelerate how we discover, produce and deliver transformational medicines and vaccines.

### Communications & government affairs

Build engagement and belief in GSK and its purpose, strategy and culture internally and externally.

### Finance

Provide partnership, strategic counsel and support services to help GSK operate efficiently and effectively.

### Procurement

Partner across GSK and externally with suppliers to deliver optimal value for our patients, shareholders and our people.



## Research & development

### Drug design & selection

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

### Product development

Design and develop products and technologies to address patient unmet and underserved needs.

### Regulatory affairs

Help maintain high standards that result in better health.

### Data science and 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 some of our early careers roles, you'll be asked to take our bespoke immersive-only assessment where you're presented with a scenario and some business facts, and asked to respond through video, writing and multiple choice. For some other roles this may be a shorter video interview or telephone interview.

## Attend our virtual assessment centre

Take part in immersive exercises, give 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 careers opportunities at [gsk.com/careers](https://gsk.com/careers)

Follow GSK on:



Interested in connecting further?  
Register on our GSK insight &  
engagement platform [https://gsk.  
connectr.co.uk/getahead/](https://gsk.connectr.co.uk/getahead/) to learn  
more about working at GSK, our  
culture and application processes,  
and even connect with a mentor.

