

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 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.

£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

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 [Industry Based Learning \(IBL\) 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. [Researchers | GSK AU](#)

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 twelve-month, full time Industry Based Learning (IBL) programme is the perfect opportunity for students to get their career off to a flying start by gaining meaningful hands-on work experience in a global healthcare business in a friendly and supportive environment. It will help you develop your leadership skills by doing real work that matters.

There are wide range of options across Business Operations, Medical & Clinical 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.](#)





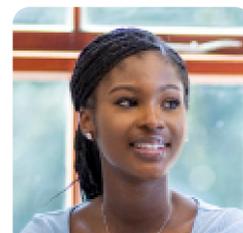
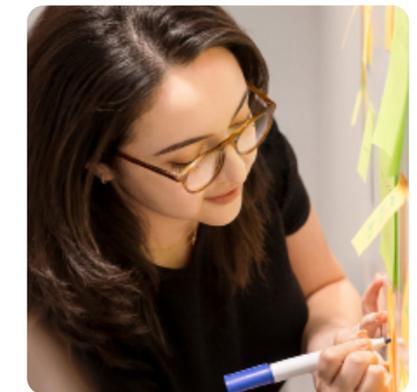
Ahead together and open to all

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.



Sales & Marketing

If you want to help our medicines and vaccines reach even more patients, sales and marketing could be for you.



Clinical & Medical/ Research and Development

If working alongside experienced scientists to find the next generation of breakthrough medicines and vaccines is what you endeavour to do, our R&D teams could be for you.



Business Operations

If you'd like to work in a dynamic environment, using multiple platforms to support everything we do, business operations could be ideal for you.





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.

Online application form

Our application form doesn't take long to complete. We'll ask you to upload your CV, complete details about your studies and confirm your eligibility to work in the market where your chosen programme is based. This should take no longer than 5 minutes.

Complete the World of GSK online assessment

If you meet the eligibility criteria you will be invited to complete our 'World of GSK' online assessment. This is an online assessment that will help us determine your strengths and suitability to become one of our Future Leaders. It will also give you an insight into what we do and how we work.

You'll watch videos featuring some of our colleagues who will tell you about what they do at GSK. We'll then set up scenarios and ask you how you would manage the situation.

After you complete the World of GSK assessment, we'll let you know if you've made it to the next stage. You'll also get personalised feedback to help you develop your strengths further.

Pre-Recorded Video Assessment

We want to meet and understand the real you, so it's important to give natural and honest responses throughout the Assessment. We want to know if you're right for the role and GSK.

From the comfort of home, you will be invited to complete a small series of questions with a recorded video response, followed by confirming your eligibility for the programme.

Get ready to shine in your interview with our guide: ["GSK's 6 Tips to Ace Your Video Interview"](#). Take a closer look and enhance your chances of success!

The recruitment team will review the video assessments and will be in contact with feedback/next steps accordingly in the coming weeks.

Virtual Interview/MS Teams

If you progress to a Virtual Interview, then congratulations — you're through to our final stage! Here, you'll have a virtual, strengths-based interview with some of our GSK leaders.

Get ready to shine in your interview with our guide: ["Tips for a Successful Video Interview: The Star Technique"](#)!

Reference and Employment checks

If you progress to the next round, we will conduct reference and employment checks.

Accept our offer

Great news! If all goes well with reference and Employment checks, we'll make you an offer to become one of our IBLs. We'll talk you through the next steps and use everything we've learned about you to make sure you get off to the best possible start in your future career.

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



Search our Early Talent opportunities at [Early talent | GSK AU](#)

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