

Who can apply for the Esprit programme?

The Esprit programme is open to both internal employees and external applicants with the following qualifications and experience:

- **Chemists** with a PhD in Chemistry (or an aligned area e.g. chemical engineering) and experience in the pharmaceutical or biotech field, plus excellent theoretical and practical skills coupled with a strong record of productivity.
- **Physicians** who have gained their medical qualifications in a highly credible organisation and some experience within a pharmaceutical, biotech or academic field, plus excellent theoretical and practical skills. Those with a pharma background could join with experiences ranging from early phase R&D through to clinical development.
- **Scientists** with a PhD in life/biomedical sciences and experience within the pharmaceutical or biotech field, plus excellent theoretical and practical skills coupled with a strong record of productivity. Post-doctoral experience is also welcome.

In addition to the specific qualifications and experience outlined above, all applicants are required to possess the following skills:

- Strategic decision making
- Innovation, creativity and the ability to solve complex problems
- The ability to adapt to new situations, teams and locations easily
- The insight and curiosity to push boundaries within your chosen field

What experience is ideal?

This will depend on your career background and the type of organisation you have experienced. In addition to scientific credibility, our assessors will look for leadership potential. This should be clearly demonstrated not only in your CV, cover letter and application questionnaire but also through peer and employer recommendations.

Why do I have to have industry experience?

We ask that all Esprit associates have industry experience due to the challenging nature of this role. During the rotations you will take on leadership roles in areas of business need which will involve accountability for projects, activities and other team members. These team members will be highly qualified, possessing significant pharmaceutical and/or biotechnical experience, therefore it would be extremely challenging for someone with no industry experience to be a credible leader.

Applicants who have some industry experience, can demonstrate that their career is evolving positively and can demonstrate credibility are still encouraged to apply as our Esprit mentors will be able to help bridge any gaps and support role transitions.

Please note, physicians who have no industry experience but possess excellent clinical and academic experience are the exception to the above as we believe they can readily build their depth of clinical and scientific knowledge. For example, we have physicians from academia with backgrounds in clinical pharmacology, cardiology, endocrinology or transplantations who are already making significant contributions to the business.

How many opportunities are there?

As Esprit is a flagship development programme this varies year-on-year depending on both the number and quality of applications.

Who would I report to?

For each assignment you have a line manager; this is in addition to your mentor who stays with you for the whole programme.

Where might I be based?

Rotations can take place at a number of sites worldwide. If you are placed in the US you will be based at our Philadelphia site. Within the UK, sites are centred around West London and Hertfordshire. International assignments in other facilities e.g. China, Europe or Japan or working across our internal divisions, for example Commercial or Manufacturing would expand location options. All this would be discussed with you at the Assessment Centre visit.

Is this only a 3 year contract?

No. The Esprit programme does not offer 3 year contracts. Roles are full-time and all standard terms and conditions for the country you are hired into will be applicable.

What happens at the end of the 3 years?

At the end of the 3 years we would anticipate that you will move into a leadership role within a specific function. As the programme is tailored to the individual, rotations will naturally differ. This means it is difficult to be precise as to what will happen at the end of the programme.

However, support and sponsorship from senior leaders means that we, like you, want this programme to be successful.

What rotations are on offer?

As previously mentioned, rotations vary, dependent upon an individual's background and previous experience. The final assessment centre helps us to identify individual strengths and development areas which then feeds into rotation allocation. We will work with you to ensure that you receive challenging stretch assignments which will help you to develop.

We are fortunate at GSK in that we work in global based functions and therefore have great flexibility to meet individual needs. This is a two-way dialogue, and choices are numerous therefore we would expect you to have clear ideas regarding which areas you would look to, to expand your experiences. There are some obvious limitations - for example, if you wanted to solely work within a therapeutic area that we are currently not working in. Some of our current associates are on assignments in parts of the organisation as diverse as manufacturing, project management, clinical, strategy development and supply chain.

What is the start date?

We anticipate associates to begin the Esprit programme during the first/second quarter of 2017. Successful applicants will receive their offer in November 2016 so we expect that, after serving your notice period, this timeframe should be practical. Start dates will be discussed during the telephone interview stage.

What support is available for the international assignment?

Whilst on assignment we provide a comprehensive relocation package which includes partners and children. Further details would be available through the recruitment process

How is success measured during my rotations?

Each assignment is a real role fulfilling business needs therefore you will be given clear accountabilities and responsibilities. Additionally, you will have regular reviews with and feedback from, your assignment line manager, mentor and the Esprit programme office. These reviews and feedback will help you to ensure success.

Can I email in my CV/Resume?

No – only online applications will be accepted.

Will you accept applications after the closing date?

No – as you will note our timelines are tight so to be fair to everyone the cut off date is as stated in the job description.

Why are you asking for passport/ right to work information?

When you join GSK as a full time employee you must have the right to work in a specific location, often referred to as your 'home base'. After 12 months we will apply - on your behalf - for a work permit for your new assignment location.

Why do I need to complete a questionnaire?

No CV and cover letter is exactly the same, therefore the questionnaire, with its set format, enables comparisons to be made between individual applicants.

What information will I need to gather for the questionnaire?

From reading the FAQ and job description you should have a good idea of what will be required. Ensure your CV is up to date and tailored specifically to the Esprit opportunity. You will also need right to work information and, if appropriate, professional membership information.

What is the process once I have applied?

All applications are completed online and we strongly advise that you apply well before the deadline. Applications are then reviewed and those meeting the basic criteria undergo a further series of reviews. If, following these

reviews, you are successful; you will be invited to an Assessment Centre in the UK on the date advised in the job description.

What happens at the Assessment Centre?

The Assessment Centre begins in the afternoon with introductions and presentations to you by current GSK employees, followed by a dinner that evening with senior leaders. You are then taken to your hotel and the assessments start early the following day and end in the late afternoon, allowing you time to start your journey home. All expenses are covered by us.

Is there any flexibility over the dates of the Assessment Centres?

Unfortunately not – firstly, GSK assessors come from many locations and secondly, a core part of the day involves group activities.

If I was to get an offer is there any relocation support?

Yes. GSK offers a relocation package and you would receive full support. Further information would be available at the telephone interview stage.

Does the UK EU Referendum Result affect my ability to apply?

Qualified EU citizens can apply for the R&D Esprit positions and their candidacy is unaffected by the decision as a result of the UK EU Referendum result.

I have a question that is not covered in the above – what do I do?

For further information please contact the Esprit inbox.

[Esprit R&D mailbox](#)