

The Selection Process

Thank you for your interest in GSK. We have developed a robust selection process to make sure that GSK is the right place for you to thrive. The Esprit Programme selection process has been designed to let you show us that you have the skills necessary to be effective.

The stages in the selection process are outlined below:

Step 1: Application Form

The first step in our selection process is our application form, which is online. It's important you take the time to get it right. At this stage, we'll need you to answer some key questions to make sure you meet the requirements that you need to succeed.

You'll be asked to demonstrate that you have the qualifications we're looking for through the questions asked. We also need you to tell us some practical things, like whether you have the right to work in the country you are applying for. Our recruitment teams will be checking through your application form, so it's important the information you give us is accurate.

We encourage you to submit your application form **as soon as possible as we will start screening straight away**. Roles will close on 6th October 2017 for the 2018 recruitment cycle (volume dependent).

Step 2: The World of GSK online assessment

If your application form and previous experience meets what we are looking for, we will invite you to the next stage of the process which is an online assessment. This poses situational questions so we can assess the way you think through scenarios as well as giving you an insight into what life at GSK is like. You will hear from some GSK employees who are currently on talent programmes.

This online assessment will take between 45-60 minutes in total to complete. You will receive a feedback report detailing how you got on in this stage.

Step 3: First round interview

There's only so much we can learn about you through your application form and online assessment results. So to get a good understanding of you as an individual, the next stage of the process is an interview. The majority will be telephone interviews, some business areas choose to do face to face interviews or use video technology.

Essentially, this is your chance to tell us directly about who you are, what you know and why you're the right person to join us. It will also give us a valuable insight into the skills relevant for the role and what drives you.

Once you have completed your interview we will endeavour to let you know if you have been successful in getting through to the next stage as soon as possible.

Most first round interviews will take place from mid-October to early November 2017. **These are conducted by the local market that you are applying to.**

Step 4: Assessment centre

If we've invited you to be assessed in person, you should consider it an achievement to have made it so far. But there's still more you'll need to achieve before we can make you an offer.

The assessment centre is a one and a half day event (Day 1: 3pm-5pm, Day 2: 8am-5.30pm). On Day 1 you'll receive a presentation about GSK and go out for a meal with current GSK employees. On Day 2 you'll spend a full day taking part in some inspiring activities that will give you a real flavour of what it's like to work in our world-leading healthcare organisation.

During your time here, we'll ask you to take part in group exercises and individual exercises. It's all designed to bring out the best in you, and show you why GSK is such an exceptional place to work.

Our assessment centre is a two-way process and we want to make sure it's a valuable experience for everyone. For you, it's the chance to ask us questions, meet potential future colleagues and see our working culture for yourself. For us, it's an exceptional opportunity to see how you respond to a wide range of challenges and situations.

Candidates will be advised of the outcome of the assessment centre within ten days.

Assessment centre dates are displayed on each job description.

Timings through each stage of the process

As you may expect, we do receive many applications for the Esprit Programme, and whilst we would like to make contact with you immediately after each stage regarding progress, this isn't always possible.

Therefore, this process flow has been designed to allow you to quickly identify the status of your application and next steps.

For further information regarding the application process, please follow the link below:

www.esprit.gsk.com

And finally...

Should you not be successful for the scheme we urge you to continue to visit the GSK website at <http://www.gsk.com> to view all the open vacancies in the company as new positions are posted daily. Please remember whilst the Esprit Programme might not be right for you it's entirely possible that another role in the business would be.

Thank you for your interest in GSK and good luck with your application.

GSK Esprit Recruitment