

Who can apply for the Esprit Finance programme?

The Esprit programme is open to both internal employees and external applicants. We're looking for individuals who can apply both academic excellence and commercial acumen in a fast paced business environment - to identify and deliver value for GlaxoSmithKline. You don't need to have prior finance experience. In fact, our Associates have come from a range of backgrounds including Medicine, Pharmacy, Science, Engineering and Entrepreneurship. You do need to have a passion to pursue a finance career in a healthcare environment. You'll bring with you a wealth of knowledge and will recognize that there's still plenty for you to learn and experience in order to become a world class leader.

What experience is ideal?

This will depend on your career background and the type of organisation you have experienced. In addition to commercial experience, our assessors will look for leadership potential. This should be clearly demonstrated not only in your CV but also in your application questionnaire.

Below are the role requirements-

- MBA/MIF
- The desire to develop a career in Finance in the healthcare industry
- Strong commercial acumen and strategic decision making skills
- Demonstrated record of delivering significant value, change management
- Globally Mobile
- English language fluency required
- Local language fluency for country of application.
- Eligibility to work in the country of application

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

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. You will be working alongside Senior business leaders, therefore it would be extremely challenging for someone with no industry experience to be a credible leader.

Applicants who have some industry experience, and 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, we will consider candidates looking to change career or who do not have a Healthcare background.* It is essential to have a passion for the healthcare industry if it is not a sector that you have previous experience. The questionnaire will allow you the opportunity to provide reasons for changing career direction.

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 as well as a mentor.

Where might I be based?

Rotations can take place at a number of sites worldwide. International assignment 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 4 year contract?

No. The Esprit programme does not offer 4year 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 4 years?

At the end of the 4 years subject to successful performance subject to successful performance we would anticipate that you will move into a leadership role within Finance. 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.

What is the start date?

We anticipate associates to begin the Esprit programme during the first/second quarter of 2017. Start dates will be discussed during the interview process.

What support is available for the international assignment?

Whilst on assignment we provide a comprehensive relocation package. 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. GSK will not accept applications Via Business School portals.

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' for the length of the programme. Then after 12 months and for an overseas assignment we will apply - on your behalf - for a work permit for your new assignment location.

Why do I need to complete a questionnaire and Online tests?

No CV and cover letter is exactly the same, therefore the questionnaire, with its set format, enables comparisons to be made between individual applicants. This also allows the opportunity for career changers to discuss motivations for wanting to move into the Healthcare Industry. The online tests will provide us with scorings against GSK values, verbal reasoning and numerical. The GSK values test is the first test to be completed, if you meet the bench mark for this test you will automatically go through to the following two tests.

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.

What is the process once I have applied?

All applications are completed online and we strongly advise that you apply well before the deadline to ensure that the online test can be completed within the set timeframe. 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 a telephone interview. The next stage will be an Assessment Centre.

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 during the interview process during the interview process.

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

For further information please contact the Esprit mailbox ww.espritrecruitment.com