GlaxoSmithKline (GSK) is a world-leading pharmaceutical company with a mission to improve the quality of human life by enabling people to do more, feel better and live longer. We employ 100,000 people in over 115 countries, and our work covers three main areas: Pharmaceuticals, Vaccines and Consumer Healthcare.

GSK Consumer Healthcare is a global, fast-moving organisation, delivering innovative, science-led products that make a real difference to people’s lives. GSK Consumer Healthcare has achieved a leading position in five categories: Oral Health, Skin Health, Pain Relief, Respiratory and Nutrition/Gastro Intestinal (GI) Health. Some of our world-leading consumer brands include Sensodyne, Panadol, Voltaren and Horlicks.

GSK Consumer Healthcare is a dynamic business area that creates opportunity for GSK to explore new products and markets. It’s an exciting place to work as we move quickly to launch meaningful innovations and activate our brands based on real consumer insight and need.

What will the program be like?

The Future Leaders Program suits graduates who want a career with real purpose. It’s an accelerated development program in the duration of 3 years (3 year-long rotations) that equips graduates with the knowledge, skills and attributes to move quickly into senior positions at GSK. Participants benefit from a rich variety of structured training, individual mentoring, and opportunities to experience different aspects of the business. From the start, our challenging rotations will help you deliver the standards of excellence that we’d expect from a future leader. On this career path you’ll gain broad-ranging experience across the Consumer Healthcare commercial business. It will offer you opportunities to take on real roles through rotations in both our sales and marketing functions.

In the first rotation, you can expect to work in marketing areas such as shopper marketing, brand management or category management. You will learn about our brands, gather insights into our consumer and buyer preferences and understand which factors influence our overall sales. Typical experience includes having the opportunity to work on media campaigns, brand activations and product launches while learning how we analyse brand performance and optimise consumer engagement. Our marketing roles require strong analytical skills, an ability to work cross-functionally and a good understanding of customers.

In the second rotation, you can expect to work in a customer-facing sales role. This will give you invaluable first-hand experience of how our consumers engage with our
products and how we work cross-functionally as a business. You will learn about areas including product merchandising, while typically working on customer education, new product launches, sales planning, forecasting and stock planning, honing your influencing and negotiation skills. Sales roles are demanding and high energy. They require great relationship skills, a desire to take personal accountability and a target-driven approach. You will need to enjoy working independently as well as being part of a team.

In addition to sales and marketing, the third rotation is designed to provide you with breadth – you may gain experience in areas such as supply chain and finance which are vital to understanding how our business operates and how we get our products from our manufacturing site to consumers. This will give you a good grounding in the day-to-day workings of the commercial organisation.

Willingness to work internationally is an advantage, however international moves are not expected in the duration of the programme.

Throughout, you’ll have access to senior GSK managers and mentors, who will guide you and help you achieve your career objectives. You will also be part of a diverse, global network of graduates who are sharing the same daily experiences as you but in different parts of the world. These peer relationships are a fantastic opportunity to get exposure and inspiration beyond the Hong Kong landscape and learn different approaches to doing your job.

Following the conclusion of this exciting and stretching programme after the 3 years, you can expect to take on a permanent role, typically in the Sales, Marketing or Commercial Operations organization. GSK is committed to supporting development of all our employees at all levels of seniority, so you can expect further stretch and learning even as you move into your permanent role.

What do I need to succeed?

You must have a Bachelor’s degree or equivalent. We’re looking for ambition, commercial awareness and a proactive, enthusiastic approach to work. In addition, you’ll need an analytical mind, a talent for multi-tasking and an interest in the pharmaceutical industry. We need effective communicators who can adapt to change and stay focused when the pressure is on.

You’ll need to be a good team player who can inspire, engage and motivate others to achieve great results. You’ll want to take the lead and connect people and ideas to come up with something new. You don’t have to have had experience of working in sales and marketing, but you will need an interest in the subjects.
We expect our Future Leaders to be inquisitive. By thinking widely and questioning ideas, you will develop your own leadership potential and help GSK be the best that it can be.

The benefits of working at GSK Consumer Healthcare include innovative projects, passionate people and a truly global business atmosphere. At GSK we provide a supportive working environment, and a range of development challenges and opportunities. We also offer competitive benefits and compensation packages designed to attract and to retain the very best.

How to Apply:
Click the Apply Now button to submit your application today! The deadline for application is December 31st, 2017.

Essential Programme Criteria:

Before submitting your application, please ensure that you meet the essential criteria for the programme that you are applying to and that you provide this information accurately. Please note that if you do not meet the essential requirements of the programme, you may receive an automatic response, declining your application.

Online Testing:
We will ask you to complete our video-based World of GSK assessment to give us a better idea of your strengths and suitability for the programme. We hope that it will give you the opportunity to find out more about us as we find out more about you. If you are invited to complete the World of GSK assessment, make sure you take time to read the instructions. There will be an expiry date from which you can no longer take the online tests so please be aware of the deadline set. This invitation will be sent to the e-mail address you provide during the application process.

We would like to advise you to review your email daily to check whether you have been sent your online assessment invite.

Timeline & Assessment Process:

Our robust recruitment process includes online application, online testing, telephone interview and finally in-person assessment centre.

Applications open on November 10 and will close on December 31, 2017. Late submissions will not be accepted.
It is expected that our Assessment Centres will run between February and March 2018.