

How can I be successful?



What Next? What does the application form ask for? How can I do myself justice at interviews? What do assessment centres involve?

Found the programme that's right for you? Want some advice before hitting 'submit' on the application? Want to know what GSK's application process looks like?

Apprentice Programmes

- Online Application Form
- Online Psychometric Test (Not finance programmes)
- Video (Sonru) Interview (only for finance programmes)
- Assessment Day

Are there any tips? What can I do to succeed? We've put together some helpful hints & tips for each stage of the assessment process.

What is GSK looking for?

We'll be looking for examples of our High Performance Behaviours (HPBs) throughout the application process.



Flexible Thinking

Being open to different views and ideas



Developing People

Continuously developing self and supporting others



Continuous Improvement

Continuously identifying ways to simplify and improve things



Enable and Drive Change

Being proactive, taking accountability and empowering others to act



Customer Driven

Putting the customer/patient at the heart of every decision



Building Relationships

Building trustful relationships based on integrity

Before you start your application, write examples relevant to each of these behaviours which you can refer back to.

Stage 1: Application Form

You may be asked to complete our online application form. The form will ask for some information about you such as your contact details, education/qualifications and your work history. You'll be asked why you want to join us and what appeals to you about the programme you have selected. There will also be some strengths-based questions to complete.

Top Tips:

- Do your research. We want to hear about why you want to work for us – what is it about GSK and the programme you've selected that made you apply?
- Attention to detail and clarity of thought are essential. Remember to check your spelling and grammar. Why not write your answer in Word first? It can also help you to manage your word count.
- Express yourself clearly and concisely.
- Don't be afraid to sell yourself. Demonstrate how your interests and experience are relevant to the role and why they make you our ideal candidate.
- Most of all... Read the questions carefully. Look at what we are asking you.

- Get feedback – ask your friends or family to review your answers.

Stage 2: First Round Interview

For apprentices, you will either be required to complete an online psychometric test, or participate in a video interview. This interview gives us the opportunity to find out more depth about your motivation for the role and the experiences that you've had. You should also be prepared to answer a technical question relevant to your chosen discipline.

Top Tips:

- Again, read the questions carefully.
- Stay focused on YOU – say what YOU actually did not what "John" or "we" did.
- Form an opinion. What are your views on our products? Show us your understanding of our business environment. Don't be afraid to offer improvements.
- Try to use a varied range of examples.
- Make sure that you are in a quiet place where you will not be disturbed as you will only be able to record the video interview once.

Stage 3: Assessment Day

This is the final stage of the recruitment process. The assessment centre will give you an opportunity to demonstrate our HPBs through various exercises. You'll also be able to find out more about our work and culture, and discuss our programmes in more depth with some of our current students and graduates.

Exercises vary between programmes and countries. However, they are likely to include an ability test, group exercise, role play, individual written exercise, presentation, technical exercises and a behavioural interview.

- **Ability test** – there is not much preparation you can do in advance. Read the instructions carefully and make sure you understand what is required.
- **Behavioural interview** – the behavioural interview will follow the same format as all the interviews that you have taken part in before the assessment centre, so prepare in the same way.
- **Group exercise** – allows us to understand how you interact with others and whether you work effectively in a team. You'll need to contribute for us to assess your capability.
- **Role play** – a one-to-one meeting where you'll be asked to manage a situation that may arise as part of the job you are applying for. You'll be given some background information and key objectives to achieve. We'll then assess your approach, the solutions you deliver and your communication style.
- **Individual written exercise** – this simulates a real work situation where you have lots of memos to respond to. We'll be interested in how you respond, how you prioritise your workload and the decisions you make within a set timeframe.
- **Presentation** – you may be asked to prepare a presentation in advance or you may be given a brief on the day itself. We'll assess the quality of the presentation content, your communication skills and your presenting style.
- **Technical exercises** – when applying for a technical role you may be asked to prepare a case study presentation on a particular topic or take part in a technical interview.

Top Tips:

- Relax and be yourself.
- Interview us. Remember this is also your opportunity to ask lots of questions and find out whether we are right for you.
- Differentiate yourself. Why are you the best person for the job and GSK? Communicate your strengths.
- The assessment centre will give you a number of chances to show your strengths and meet our criteria – so don't worry if one exercise doesn't go too well!