What it’s like to be part of GSK

Who we are

GSK is a place where outstanding people do amazing things. As a science-led global healthcare company, we exist to help people do more, feel better, live longer. This special purpose – along with our goal of being one of the world's most innovative, best performing and trusted healthcare companies – helps us attract some of the best and brightest minds in the world.

“We want to represent the modern world that we live, work and compete in, so every single employee can feel supported when they come to work at GSK, and give the best of themselves every day.”

Emma Walmsley, CEO

How we do things

We have clear values and expectations, they are part of our DNA. We put them at the heart of everything we do and through them we achieve extraordinary things for our patients and consumers, who rely on us each and every day.

Our values:
We are proud of our values. They are non-negotiable and inform everything we do.

Patient focus is about always doing the right thing for patients and consumers and striving for the highest quality.

Transparency helps us build trust with each other and with society by being honest and open about how and what we do.

Respect means supporting colleagues and the communities around us, and embracing diversity and individuality, so we can all achieve great things.

Integrity is about how we expect the highest ethical behaviours of ourselves and others.

Our expectations:
Working hand in hand with our values, our expectations help to guide our behaviours and keep us competitive.

Courage means setting high ambitions, setting an accelerated pace, making decisions even when it’s difficult and speaking up when we see an opportunity to improve.

Accountability is about taking ownership, prioritising work that supports our strategy and delivering what we promise.

Development encourages us to bring the outside in and learn from others, and to ask for and give feedback, so we can continually grow as individuals, teams and as an organisation.

Teamwork is about all of us working better together on aligned objectives, understanding how our work contributes to our Innovation, Performance and Trust priorities, encouraging diversity of thinking and inspiring each other.
Everyone at GSK is focused on three pillars: Innovation, Performance and Trust. An important part of trust is for us to be a modern employer.

We bring something unique and when we combine our knowledge, experience and styles, the impact is incredible.

“Diversity leads to different ways of problem solving and in this highly collaborative environment that’s something that is greatly valued.”

Greg Tabor, Investigator, Medicinal Chemistry

Over 100,000 GSK employees around the world.

78 different nationalities on our Future Leaders programme.

13 global Employee Resource Groups fostering individual empowerment and building trust.

When we focus on our wellbeing and have the flexibility to manage all lives, we can thrive and do great things at work and at home.

“For GSK, family-friendly policies are a key success factor to drive employee engagement.”

Claire Thomas, Senior Vice President, HR

Our Partnership for Prevention programme gives access to preventative healthcare to our employees and their families in 127 countries. To date it’s covered 172,366 lives, providing 125,414 services.

Our world is always changing so we must take every opportunity to learn and develop. When we grow as individuals, we grow as a business.

“At each stage of my career at GSK, I’ve had all the training and support needed to help me develop and succeed. There’s also always an opportunity to apply the lessons you learn to your work.”

Prachaya Sampatpon, Marketing Manager

In 2017:

1,600 leaders supported the development of colleagues through our coaching programme.

3,300 trained to support their promotion to roles as first or second line leaders.

434 graduates and postgraduates joined our Future Leaders and Esprit development programmes.

At GSK performance is important to us, because we know if we perform at our best we can fulfil our purpose of helping people do more, feel better, live longer. That means we expect a lot from our people, but we also offer a great deal in return.

Interested in joining us? Find out more at GSK.com.