



Future Leaders Programme - Manufacturing Operations - Marburg (m/f/diverse)

- **Requisition ID: 193418**
- **Position: Graduate Development Programs**
- **Functional area: Manufacturing**
- **Location: Marburg, Germany - Hessen**

Your Responsibilities:

Want to solve some of the world's biggest health challenges?

With over 300 years of innovation, we're a science-led global healthcare company that delivers billions of innovative products each year. Join us and help millions of people do more, feel better, live longer.

We're looking for Future Leaders in Manufacturing Operations, Production Quality in Marburg

Are you a graduate with the talent and adaptability to help us get vaccines to people in 90% of the world's countries?

If so, you could be part of our highly scientific Manufacturing operations function. This is where we manufacture, formulate, fill, pack, control, release and deliver vaccines safely – a process that takes 15 to 18 months and uses cutting-edge technology. It's a challenge that touches on four very different activities: manufacturing operations, technical services, quality and supply chain management. Different challenges arise at every stage, so every working day is different. These challenges might include transporting delicate biological materials that need special handling, overseeing quality throughout the manufacturing process, or managing a complex supply chain to ensure that vaccines are received exactly when they're needed.

Develop your leadership potential on our Future Leaders graduate programme

If you're a graduate with the talent and ambition to lead others, we'll help you develop the expertise to become one of our Future Leaders.



Over two years, our Future Leaders graduate programme will challenge and support you to grow professionally and personally. You'll have three stretching rotations that will give you an insightful experience into the manufacturing side of our vaccines business. They start with a one-year rotation on the shop floor at the centre of our operations activities, either in Production or Quality. This will be followed by further 2 six-month rotations with focus on Quality and Supply Chain Management. Rotations are also possible in engineering, manufacturing science and technology, validation, HSE, project management and serology. One of the two six months rotations will be based abroad. Through these placements, you'll develop your expertise in Production, Quality and Supply Chain Management, while broadening your global business perspective.

What will you do?

- Learn to lead an interdisciplinary project team and interact with stakeholders and external partners
- Experience GSK project management tool and how the validation life cycle starts and runs
- Understand the interaction between quality and safety requirements and the balance of costs
- Move continuous improvement and participate in efficiency initiatives to improve business performance
- Learn operational and strategic thinking in an environment of daily control, mid-term planning and long-term visioning

Tailored training – and great career progression

All learning follows the 70:20:10 learning principle: 70% of your learning takes place on the job, 20% comes from the support of your mentor (a senior leader) and the remaining 10% is from formal leadership training sessions.

We'll tailor your training and development to suit your talents and ambition, as well as our business needs, setting you up for success in your chosen niche. After you complete our Future Leaders programme, you'll have the skills to become a leader of the future, with a solid foundation for a variety of manufacturing careers within the pharmaceutical industry. There's no limit to how far you can go with us – it's up to you to prove yourself.

You'll be excited by the thought of:

- getting a good understanding of all areas of our Vaccines business on a tailored development programme
- discovering how technical services, production, manufacturing, the quality function and supply chain work together
- learning about the cutting-edge technologies used in vaccines manufacturing
- following our vaccines through the entire manufacturing process
- gaining valuable people management experience
- learning about the challenges of working in a highly regulated and controlled environment
- being part of diverse network, working with graduates from all over the world

Why You?

Basic qualifications:

You'll need:



- an above-average degree in a natural science course or a science and engineering degree course
- fluent English plus fluency in your home site language (German)
- a flexibility and willingness to attend one rotation outside from Germany
- maximum two years' professional experience

Preferred qualifications:

- a passion for tech and science, as well as people management and teamwork with strong leadership skills
- a keen interest in the healthcare industry
- the ability to build trust and relationships with key stakeholders
- to be eager to work with others and learn how to lead a team
- to be process driven with good technical ability
- resilience and strong problem-solving skills
- to be ready to acquire new knowledge and embrace new experiences

This career path attracts graduates from various technical, scientific and business disciplines, including pharmacy, industrial pharmacy, engineering, bio-engineering, business engineering, electro-mechanical engineering and maintenance engineering.

Why GSK?:

Benefits include:

- an attractive base salary and bonus system & recognition programmes
- a family friendly, dynamic and flexible working environment
- care about your well-being by giving access to modern free healthcare and prevention programmes, vaccinations and insurances
- support of your individual development by flexible and digital learning opportunities, including coaching and mentoring

Apply now by 29 May 2019 [here](#).

Apply now to solve tomorrow's health challenges today – and you could join 100,000 dedicated people in over 150 countries.

You'll be asked for your personal information and why you want to work for us. We recommend you apply as soon as possible, because we accept ongoing applications and offer positions on a first come, first served basis.

Next steps in our application process

If you seem like a good fit based on your application form, we'll invite you to complete our World of GSK online assessment. This will give us a better idea of your strengths and suitability for our Future Leaders graduate



programme. Please check your email daily to see if you've been chosen – and complete the World of GSK by the deadline given.

If you succeed in the World of GSK, you'll progress to the GSK Life job simulation. Following this, we will be looking back over the whole of your application so far to decide whether you meet the specific requirements of the programme in the country you have applied to.

The final round is our Assessment Centre. We anticipate this will be in July in Belgium.

We're 100% open to all talent

We're 100% open to all talent – whatever your gender, marital status, religion, age, colour, race, sexual orientation, nationality or disability. We want to recruit the right people for GSK from the widest possible backgrounds, so we can better serve the diversity of our patients and consumers. And also because it's the right thing to do.

Need help with your application?

Please email us at ww.earlytalentrecruitment@gsk.com and let us know how we can help you. Or email us your number and we'll call you back. We'll make all reasonable modifications to support you throughout the recruitment process and we'll treat all information you give us in confidence. Please get in touch to help us process your application as soon as possible.

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GSK does not accept referrals from employment businesses and/or employment agencies in respect of the vacancies posted on this site. All employment businesses/agencies are required to contact GSK's commercial and general procurement/human resources department to obtain prior written authorization before referring any candidates to GSK. The obtaining of prior written authorization is a condition precedent to any agreement (verbal or written) between the employment business/ agency and GSK. In the absence of such written authorization being obtained any actions undertaken by the employment business/agency shall be deemed to have been performed without the consent or contractual agreement of GSK. GSK shall therefore not be liable for any fees arising from such actions or any fees arising from any referrals by employment businesses/agencies in respect of the vacancies posted on this site.