



# Talent hunt

GSK will be collaborating on an exciting new project with the Faculty of Health Sciences at the University of Southampton, to develop talented graduates to address the challenges facing the health sector.

In line with government policies such as *Quality, Innovation, Productivity and Prevention (QIPP)* and *Innovation: Health and Wealth (IHW)*, the University of Southampton is launching a brand new undergraduate degree which will help create the highly skilled healthcare leaders, policy developers and health services researchers of the future.

GSK will offer the students third year work placements, helping them to build a broad understanding of how a large commercial organisation engages in healthcare policy and the implications of these activities for the business.

These students will bring academic thinking, fresh perspectives and specific healthcare system knowledge to GSK, and will support UK Pharma by working on short-term projects aligned to delivering the Government Affairs & Policy team's strategic objectives.

The BSc (Hons) Healthcare: Management, Policy and Research undergraduate degree is believed to be the first of its kind in the country, and has been specifically designed to equip high performing students with a deep understanding of the policy and research landscape in healthcare delivery. Students will also learn essential skills to effect change and improve healthcare systems and quality.

The degree lasts four years and includes a one year work placement in a healthcare organisation. The key objective of this programme is to ensure that students are able to use analytical and research techniques to evaluate and influence the effectiveness, efficiency and equity of health policies and healthcare systems.

The third year work placement provides the opportunity to apply these skills to real-life health policy, management and research problems. During the degree students will consider questions such as 'What shapes healthcare system design?', 'How does research inform healthcare policy development?' and 'How can we lead and manage innovation and change in healthcare settings?'

Projects undertaken at GSK may include investigating the impact of an evolving healthcare issue on the business, such as the greater integration of health with social care or the challenge of sustainable healthcare. They may also spend time working with the ABPI and Department of Health to shape national policy on areas of mutual interest, such as supporting innovation in the life sciences sector or optimising medicines usage.

In addition to providing work placements, GSK will also host events for Southampton's

“ We believe GSK will be able to provide an excellent environment in which students can apply their learning, whilst at the same time gain an understanding of how these skills are used in complex health organisations.”



## World class research

Health Sciences at the University of Southampton is one of the largest faculties in the UK and educates a range of health professionals with an international focus on global issues within healthcare. It is regarded as amongst the very best in the country for its multidisciplinary research, which provides evidence to inform improvements in healthcare policy and practice.

## GA&P team

The Government Affairs and Policy (GA&P) team's purpose is to understand the environment in which the company operates and support the business in navigating it successfully now, while shaping what it looks like for the future. GA&P's core functions are centred on gathering and distilling insight, understanding and developing policy and eliciting change through advocacy. The team is headed by Sue Middleton and is structured in three parts; Healthcare, Central Government/Westminster and Devolved Nations (Wales, Scotland, N. Ireland).

students during which they will learn about the work of the different teams within GSK to give an insight into areas including research and lobbying.

Michelle Murray, Director of the Healthcare Insights & Policy team, said: "Understanding healthcare policy and how it impacts the NHS is critical to GSK operating as a successful business. We are keen to complement the diverse experiences of individuals within our team and consider an academic background in healthcare policy a valuable asset to our group."

The team's experience of hosting graduates means that students will be given real responsibilities to lead a defined project.

Students will also be linked to GSK's own Commercial Management Trainees (CMTs), by inviting those approaching the end of their scheme to act as workplace mentors for the undergraduates. This will provide an excellent development opportunity to CMTs, enabling them to pass on their knowledge to others.

In addition, GSK mentors will help students think about how to plan for their careers, develop their employment skills and support network development.

Professor Jessica Corner, Dean of Faculty of Health Sciences, said: "We are delighted that GSK will be collaborating with us to invest in our talented students. This degree aims to develop skilled graduates who are needed right across the health sector and the time spent in work placements is a crucial part of their development.

"We believe GSK will be able to provide an excellent environment in which students can apply their learning, while at the same time gain an understanding of how these skills are used in complex health organisations."

The initiative also provides development opportunities for GSK staff. UK Pharma staff participating in the Government Affairs & Policy (GA&P) Academy will be offered individual development opportunities at the University of Southampton. They will be able to attend keynote lectures at the University to support their career development and gain further insight into areas of interest.