

## **Graduate Development Programme: Team descriptions for the general programme**

### **Communications**

We work to ensure that Wellcome's influence, reputation, voice and brand are used as effectively as possible to advance our mission, strategy and priorities. This involves understanding our audiences – internal and external – and using this insight to create stories, campaigns and services that ensure key messages reach the right people, and are understood and acted upon.

We are made up of multiple teams across audience insight and evaluation, media relations, stakeholder communications, brand & campaigns, and internal communications.

It's a fast-paced and often reactive environment, and you'll be working on a range of projects at any one time. A rotation in the Communications team will develop your skills in digital marketing, social media management, writing and editing, project management and stakeholder management.

### **Digital and Technology**

The ever-evolving Digital and Technology (D&T) department is accountable for developing and delivering a variety of initiatives across Wellcome.

D&T is home to a variety of roles, including: software engineers and developers, data scientists, user experience designers, trainers, audio-visual technicians, business analysts, project managers, architects, service managers, analysts, and cloud and infrastructure engineers.

Recent graduate projects have involved engagement with Data Labs (Wellcome's data analysis and visualisation platforms) and implementation of a security threat detection service.

A rotation in D&T will enable you to work on one of Wellcome's digital products, learn how to apply project management principles to deliver projects using different methodologies, and work with a wide range of hardware, software, and cloud platforms.

### **Facilities and Workplace**

The Facilities and Workplace team is responsible for managing, operating and improving Wellcome's buildings to ensure the safety and comfort of colleagues and visitors. We work with our service partners to enable different ways of working throughout our buildings.

We are continually seeking innovative ways to improve the service we offer.

The team covers all aspects of the buildings' day-to-day running – from catering, cleaning, security and maintenance to the gym and building projects.

A rotation in the Facilities and Workplace team will develop your skills in project management, stakeholder engagement and management, communication, teamwork and problem solving.

## **Grants**

Wellcome spends over £800 million a year on grants across biomedical science, population health, medical innovation, humanities and social science, and public engagement.

The Grants team manage grant application processes throughout the entire grant lifecycle, from advising potential applicants to post-award grant management.

Graduates working in the team learn how awards are made and gain an understanding of how to manage a grant. Graduates are exposed to a broad range of our grant-related activities and gain an appreciation of the skills required to succeed in a key central business role.

A rotation in Grants will develop your skills in verbal and written communication, stakeholder management, analysis and process design. You will learn how to work both independently and within a larger team.

## **Humanities and Social Science**

The Humanities and Social Science team funds research to help advance understanding of the social, cultural and historical contexts of medicine, health and wellbeing.

The team has funded work on the ethics of public health emergencies like Ebola and Zika, the social and legal implications of developments in neuroscience, genetic medicine, and assisted reproductive technologies, as well as major histories of the NHS, malaria and the global drug trade.

Recent graduates have worked on reviews of the projects we have funded in mental health and infectious disease. They have also organised workshops to explore new developments in areas such as artificial intelligence and health, and the challenges of researching health regulation.

A rotation in Humanities and Social Science will offer you the opportunity to work independently and collaboratively across the team, and to develop your skills in analysis, project management, and spoken and written presentation.

## **Innovations**

The Innovations team works with people and organisations around the world to transform great ideas, discoveries and inventions into treatments, products and cures for disease.

The team consists of people with varied backgrounds in science, business development and management, law and finance. This makes it a great work environment as everyone has a different perspective.

Recent graduate projects include researching treatments for diseases caused by parasitic worms, scoring and reviewing applications for our Innovator Awards, and engaging with scientists to encourage them to think about how their research can impact health.

A rotation in Innovations will improve your skills in presentation, teamwork, analysis and research.

## **People**

The People team consists of recruitment, people services, diversity and inclusion, reward, talent and development, continuous improvement, conference and events and travel and other human resources professionals.

The team's vision is that Wellcome and its people work in a healthy partnership to achieve our mission to improve health.

Recent graduates have coordinated recruitment and development activities for our summer internship programme, provided support for volunteering seasons and attended campus recruitment events.

A rotation within the People team will offer you the opportunity to work closely on Wellcome's diversity and inclusion agenda, and develop your skills in stakeholder management, project management, written and verbal communication and time management.

## **Policy and Advocacy**

The Policy and Advocacy team influences organisations, policy and legislation to create a great environment for research and to tackle global health challenges.

The team works with a wide range of partners – including governments, research funders, learned societies, charities and organisations – to build strong relationships in the UK, Europe and globally.

Graduates in the UK & EU Policy team have collected and published evidence on investment in research, updated colleagues on political developments such as Brexit, and worked with Parliament and key stakeholders.

Graduates in the Global Policy team have prepared case studies on policy engagement, coordinated the launch of a review of global health research and researched different funders' approaches to access to healthcare.

A rotation in the Policy team will help to develop your skills in research and analysis, written and verbal communication, prioritisation and project management.

## **Science**

The Science team contributes to Wellcome's mission by improving health through the best research, as set out in the [Science team strategy](#). The team is responsible for a diverse portfolio of activities across Wellcome's scientific remit and works closely with colleagues within Wellcome and the external community.

The team supports a breadth of research across basic, population health and clinical sciences, both in the UK and in low- and middle-income countries. It does this through delivering funding schemes, making one-off strategic investments and longer term major investments. The team works to understand the global scientific landscape and the

environment in which research takes place. It uses this knowledge to identify areas of exciting scientific progress or unmet need which Wellcome could help advance.

Recent graduates have reviewed our funding schemes and undertaken subject-specific research identifying and addressing gaps in our portfolio.

Along with learning about our portfolio of research, a rotation in Science will build skills in stakeholder engagement, research, analysis and project management. You will also have the opportunity to interact and engage with the research community.

## **Strategy and Performance**

The Strategy and Performance team works with colleagues within and outside Wellcome to develop our organisational strategy and gather high quality information and evidence to inform learning and strategic decision making in order to maximise Wellcome's impact.

As a graduate you will be involved in using research, analysis and evaluation to enable evidence-based recommendations on strategic priority issues for Wellcome. Recent graduates have developed scenarios for the Executive Leadership Team to consider how different parts of Wellcome should come together to deliver our new strategy. They have also worked with the Diversity & Inclusion team to analyse qualitative data from interviews with key stakeholders to evaluate whether the D&I programme was achieving its outcomes.

A rotation in Strategy and Performance will allow you to develop a broad set of skills – including research and analysis, creative thinking, communication, stakeholder management and project management.

## **Wellcome Collection**

Wellcome Collection is a free museum and library that aims to challenge how we all think and feel about health by creating opportunities for people to think deeply about the connections between science, medicine, life and art.

The team does this through multidisciplinary exhibitions and collections, lively public events, broadcast and art partnerships and through publishing books and digital stories.

There are diverse opportunities for graduates to work across the different areas of Wellcome Collection including Operations, Public Programmes, Digital Engagement, and Collections and Research.

Recent graduate activities have included:

- project managing the production of marketing materials for large and small events including Friday Late events and a collaborative weekend of events with the BBC
- audience research for exhibitions and events
- organising user consultation sessions to improve accessibility in future exhibition design
- helping with curatorial research for upcoming exhibitions

- helping researchers and the wider public access, understand and use our collections in their work
- project managing strategy and policy development.

There may also be opportunities for graduates who would like to work with our Digital Engagement team on user research, interface testing, analytics, editorial content commissioning and production, data modelling and machine learning.

A rotation in Wellcome Collection will develop your skills in project management, data analysis and presentation, print and digital communications, networking and budgeting. It will also enhance your understanding of working in an audience-focused environment.