



RSA ROLE PROFILE | INTERNSHIP

WHO WE ARE AND WHAT WE DO:

Founded in 1981, we are the pre-eminent global executive search firm in Life Sciences and Healthcare. We provide a unique combination of executive search and executive interims from Director to Board Level. In addition to supporting clients with market due diligence, competitor benchmarking, and brand perception surveys, we also review organisations as part of our Human Capital Advisory Service and recommend the best options for evolution across organisational design, talent acquisition, development, and succession planning. With offices globally, we offer clients and candidates alike our in-depth knowledge and understanding of the life sciences industry, as well as first class project execution.

We place transformational leaders into roles that are shaping the future of the Life Sciences industry, from basic research to product and patient. We work as an international team who support each other to achieve the best possible results for our clients, candidates, and shareholders.

WE OPERATE IN:

- Big Pharma / Speciality Pharma
- Biotech
- Diagnostics
- Medical Technology & Devices
- Generics
- Contract Development Manufacturing Organisation (CDMO) / Contract Research Organisation (CRO)
- Healthcare Services

- Digital Health
- Consumer Healthcare

Within these industry sectors, we are experts not only in Board and C-Suite roles, but also across a wide range of functions; from pre-clinical to clinical development, medical, regulatory, commercial, manufacturing and distribution as well as support functions such as finance, human resources, and supply chain.

DIVERSITY & INCLUSION:

The RSA Group is committed to promoting equal opportunities, diversity, and inclusion in all aspects of the organisation. As an inclusive workplace, our employees are comfortable being their authentic selves. Our culture embraces individuality and independent thinking because we recognise that our strengths lie in our differences.



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OUR GUIDING PRINCIPLES:

We operate internally based upon five guiding principles and expect every member of the team to behave in this way:

Accountability

We deliver what we say we will deliver, when we say we will deliver, and we own the consequences of everything we do.

Learning & Adaptability

We stretch ourselves and each other out of our comfort zone and into our learning zone.

Unity & Individuality

We are proud to be united in our diversity.

Respect & Candour

We talk to each other as adults with the outcome, not the person, as our focus.

Purpose Orientated

We are a Future-Focused community, everything we do moves us closer to our vision.

BACKGROUND TO INTERNSHIP PROGRAMME:

RSA has continued to support the learning & development of emerging talent since it began over 40 years ago. The Life Science Industry relies on the energy and innovative thinking young minds can bring, and our team at RSA enjoys welcoming new members of the team and helping them to grow. We have traditionally welcomed students from universities during their holidays or during course placements. We maintain this programme and accept applications on an ongoing basis.

Having stayed connected with many of our interns we have discovered how difficult the job market can be for young people. As a result, we decided to open our internship program to young people who want to experience what it is like to work at a top-level Life Science Executive Search Firm.

At RSA, we offer four types of internship placements:

1. **3-6-month placement** – For those who are doing a course and want to gain experience during their holiday.
2. **Gap Year placement** – As your gap year as part of a course.

3. **6+ month placement** – For all young people, whether you have a university degree or not.

YOUR DEVELOPMENT & OPPORTUNITIES TO EXTEND THE PLACEMENT:

At the start of your placement, you will work with your line manager to set yourself clear learning objectives. You will monitor which areas of the business stimulate your interest so that you can channel your energy, research and where possible, experience accordingly. Your internship objective is usually created in week two after your initial induction.

The length of initial placement is agreed at the start. There is usually an opportunity to extend if both parties agree. If the paths feel right for you and the role is going well, it could lead to full time employment and the start of a longer-term career path. If not, then it is a good way of helping you determine what you want your career path to be.

LOCATION:

The team currently works out of our offices in London (HQ), Welwyn Garden City, Frankfurt.

*We operate a flexible mix of office and home working at the discretion of management.

WANT TO KNOW MORE?

For further details on benefits of internship please see our blogs:

<https://thersagroup.com/2020/02/12/top-5-benefits-of-an-internship/>
<https://thersagroup.com/my-experience-as-a-research-intern-during-the-pandemic/>
<https://thersagroup.com/from-academia-to-industry-insights-on-how-to-make-the-move/>