

# Principal Scientist, Compound Hub Lab Leader, Compound Management

Job ID  
REQ-10072874  
мар 03, 2026  
CUSA

## Сводка

We are seeking a highly motivated, detail-oriented and experienced compound logistics expert and lab leader to join our CM group in our research headquarters, Cambridge, MA, US. You and your lab team will accelerate drug discovery by producing high quality compound stocks in various formats, implementing new capabilities in the Compound Hub (CPH) and working closely with your colleagues in global DSc CM (Cambridge USA and Basel Switzerland).

## About the Role

**Internal job title:** Principal Scientist I (Level 4)

**Location:** Cambridge, MA, onsite #LI-onsite

2m+ is the number of compound samples managed by the global Discovery Sciences (DSc) compound management (CM) group, enabling 5000+ scientists and 200+ research projects on behalf of Novartis BioMedical Research (BR). Operational excellence and a collaborative mindset are part of our DNA as process, technology, and drug discovery experts.

We are seeking a highly motivated, detail-oriented and experienced compound logistics expert and lab leader to join our CM group in our research headquarters, Cambridge, MA, US. You and your lab team will accelerate drug discovery by producing high quality compound stocks in various formats, implementing new capabilities in the Compound Hub (CPH) and working closely with your colleagues in global DSc CM (Cambridge USA and Basel Switzerland).

## Key responsibilities:

- Leading and managing the Compound Hub team (CPH) in Cambridge (500 compound orders per workday)
- Working closely with a large community of compound requestors, recipients and CROs
- Coordinating CPH operations with compound management colleagues at other sites
- Validate new compound handling systems (dissolution, aliquoting, sorting...) and processes in close collaboration with the CM automation engineering teams.
- Execute the Compound Hub process from weighing to distribution.
- Develop, document and maintain SOPs for process and quality control.
- Proactively identify and implement improvements to enhance system performance and reliability.
- Track key performance indicators to assess the effect of enhancements and new automation on project timelines.
- Present compound management activities and study results in cross-functional meetings.
- Lead and develop a team of one associate and two contractors.

## Essential Requirements:

- BS or MS in Chemistry, Biochemistry, Engineering, or related field, with 10+ years' relevant experience, or PhD with 5+ years relevant experience
- Strong expertise in compound logistics processes and automation
- Proven experience in compound management in a LMW drug discovery organization.
- High attention to detail and commitment to operational excellence.
- Strong organizational and time-management skills.
- Ability to work independently and collaboratively within multidisciplinary global teams.
- Flexibility and responsiveness to shifting priorities.
- Excellent written, verbal, and interpersonal communication skills.

The salary for this position is expected to range between \$108,500 and \$201,500 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

To learn more about the culture, rewards and benefits we offer our people [click here](#).

**Why Novartis:** Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

## EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally

protected status.

### Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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Shift Work  
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