NOVARTIS

Principal Scientist I/II for Multi-specific biologics in Oncology Drug Discovery

Job ID
REQ-10081317
Ноя. 20, 2026
США

Сводка

#LI-Onsite
Location: Cambridge, MA, USA
About the Role
We are expanding our biotherapeutics team at Novartis and seeking a highly motivated Principal Scientist to join our discovery team and help advance next-generation multispecific biologics for Oncology. This role will focus on identifying and developing novel multispecific therapeutic concepts grounded in strong cancer biology, complex mechanisms of action, and innovative protein engineering principles.

The ideal candidate will bring deep biological insight, strong scientific creativity, and experience translating complex disease mechanisms into differentiated therapeutic strategies. Industry experience in oncology drug discovery, biologics, or protein engineering is preferred.

About the Role

Key Responsibilities:

- Lead scientific efforts to identify, evaluate, and advance novel multispecific biologic concepts in oncology
- Translate cancer biology, tumor microenvironment biology, and pathway mechanisms into differentiated therapeutic hypotheses
- Partner closely with protein engineering teams to design, optimize, and characterize multispecific biologic formats
- Evaluate complex mechanisms of action, including cell-cell engagement, receptor modulation, immune activation, pathway regulation, or tumor-selective biology
- Design and execute experiments to assess biologic activity, mechanism, selectivity, and translational relevance
- Collaborate cross-functionally with oncology biology, protein engineering, translational sciences, pharmacology, bioinformatics, and development teams
- Integrate internal and external scientific data to inform target selection, molecule design, and program strategy
- Contribute to platform thinking around multispecific biologics, including novel formats, mechanism-driven designs, and differentiated therapeutic concepts
- Present scientific findings and recommendations to project teams, leadership, and external collaborators
- Monitor emerging science and competitive activity in oncology biologics, multispecific platforms, and complex therapeutic mechanisms

Essential Requirements:

- Ph.D. in cancer biology, molecular biology, cell biology, immunology, biochemistry, bioengineering, or a related discipline
- 3–5 years of relevant post-Ph.D. experience, preferably in an industry drug discovery or biologics setting
- Strong background in cancer biology, oncology signaling pathways, tumor microenvironment biology, or immune-oncology
- Experience with protein therapeutics, multispecific biologics, antibody engineering, or biologic drug discovery
- Demonstrated ability to connect disease biology with therapeutic mechanism and molecule design
- Familiarity with protein engineering concepts, multispecific formats, developability considerations, or biologic characterization
- Strong experimental design, data interpretation, and problem-solving skills
- Excellent communication skills and ability to collaborate across biology, engineering, pharmacology, and translational functions

Preferred Experience:

- Experience advancing oncology biologics from concept through lead optimization or preclinical validation
- Hands-on experience with in vitro oncology assays, functional cell-based assays, co-culture systems, immune-cell assays, receptor biology, or pathway biology
- Familiarity with complex biologic mechanisms such as conditional activation, tumor-localized activity, receptor clustering, immune redirection, or pathway reprogramming
- Experience working closely with protein engineering or antibody discovery teams
- Knowledge of translational oncology, biomarker strategy, patient selection, or resistance mechanisms
- Track record of scientific contributions through publications, patents, presentations, or program advancement

Key Attributes:

- Creative and mechanism-driven scientific thinker
- Strong cancer biologist with deep understanding of cancer vulnerabilities
- Comfortable working at the interface of biology and protein engineering
- Collaborative, rigorous, and data-driven
- Excellent communicator and team player
- Able to operate in a fast-paced discovery environment with evolving priorities
- Passionate about developing innovative cancer therapies for patients

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between

- Principal Scientist I: $108,500 - $201,500 USD Annual per year.
- Principal Scientist II: $119,700 - $222,300 US Annual per year.

The final position and 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.

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 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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