NOVARTIS

Associate Director, ADC platform in Oncology Drug Discovery

Job ID
REQ-10081318
Июл. 06, 2026
США

Сводка

#LI-Onsite
Location: Cambridge, MA, USA

About the Role
We are seeking an accomplished Associate Director to join our discovery organization and lead scientific strategy across ADC payloads, linker technologies, and conjugation approaches. This role is central to advancing differentiated antibody-drug conjugates (ADCs) and related targeted therapeutics by integrating deep payload expertise, linker/conjugation knowledge, and biology-driven mechanism-of-action insights.
The ideal candidate brings strong industry experience in ADC discovery or development, with a proven track record of applying payload, linker, and conjugation expertise to therapeutic program strategy. You will collaborate closely with cross-functional teams to design, evaluate, and advance next-generation ADC concepts with the goal of delivering transformative therapies to patients.

About the Role

Key Responsibilities

- Lead scientific strategy for ADC payload selection, linker design, conjugation approaches, and related platform innovations
- Apply deep expertise across payload classes, mechanisms of action, potency, resistance biology, bystander activity, and tolerability to guide program design
- Partner with chemistry, biology, protein engineering, pharmacology, translational sciences, and CMC teams to advance next-generation ADCs
- Evaluate and prioritize novel payloads, linker technologies, and conjugation approaches for internal programs and external opportunities
- Provide biology-driven insights into payload mechanism of action, tumor context, therapeutic index, and combination strategies
- Design and guide experimental strategies to assess ADC activity, selectivity, resistance mechanisms, linker stability, and payload-related pharmacology
- Contribute to next-generation ADC platform strategy, including differentiated payload-linker concepts and biology-aligned ADC design
- Represent payload/linker expertise in cross-functional project teams, governance discussions, and external collaborations
- Monitor scientific, clinical, competitive, and IP landscapes related to ADC payloads, linkers, and emerging targeted modalities
- Mentor scientists and contribute to a collaborative, high-performing research environment

Essential Requirements

- Ph.D. in cancer biology, pharmacology, chemical biology, biochemistry, medicinal chemistry, bioengineering, or related discipline
- 5–10 years of relevant industry experience in ADC discovery, targeted therapeutics, or oncology drug discovery
- Extensive expertise in ADC payloads, including mechanism of action, potency, resistance biology, and therapeutic index considerations
- Strong knowledge of linker and conjugation technologies, including stability, release mechanisms, site-specific conjugation, and developability
- Deep understanding of ADC biology including tumor targeting, internalization, trafficking, payload release, bystander effects, and pharmacology
- Demonstrated ability to integrate biology, chemistry, and translational data into actionable program strategies
- Proven experience leading cross-functional scientific discussions and influencing program direction
- Strong communication, collaboration, and leadership skills

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between $152,600-$283,400 USD Annual 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.

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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U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.
Functional Area
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Job Type
Full time
Employment Type
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Shift Work
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