

## Principal Scientist II

Job ID  
REQ-10081857  
Июн. 23, 2026  
США

### Сводка

Position Location: onsite, Cambridge, MA  
#LI-hybrid

\*This role is based in Cambridge, MA. Please only apply if this location is accessible for you.

We are seeking a highly motivated Principal Scientist to join our xDC team and help advance next-generation targeted therapeutic platforms. This role will contribute to the development and expansion of biologics and drug-conjugate infrastructure, with a focus on innovative vectorization strategies, biology-informed payload approaches, and differentiated conjugate designs.

The ideal candidate will bring strong scientific judgment, hands-on technical expertise, and experience working in a collaborative, cross-functional environment. Industry experience in biologics, ADCs, targeted therapeutics, or related modalities is preferred.

### About the Role

#### Key Responsibilities:

- Drive scientific activities supporting the discovery and optimization of next-generation xDC and biologics platforms
- Contribute to the design and evaluation of new vectorization approaches for targeted delivery
- Support the development of payload strategies aligned with disease biology and therapeutic mechanism of action
- Participate in the exploration of differentiated conjugate formats, including multi-payload or combination-based approaches
- Work closely with cross-functional teams across biology, chemistry, protein engineering, pharmacology, translational sciences, and CMC
- Design, execute, and interpret experiments to guide platform and program decisions.
- Identify emerging scientific opportunities and help translate them into actionable research strategies
- Communicate results clearly through presentations, reports, and scientific discussions
- Contribute to external collaborations and technology evaluation efforts as needed
- Maintain awareness of the competitive and scientific landscape in ADCs, biologics, and targeted therapeutic platforms

#### Essential Requirements:

- Ph.D. in biology, biochemistry, molecular biology, pharmacology, immunology, chemical biology, bioengineering, or a related discipline
- 3–5 years of relevant post-Ph.D. experience, preferably in an industry setting
- Experience with biologics, antibody-drug conjugates, targeted delivery platforms, protein therapeutics, or related modalities
- Strong understanding of disease biology, target selection, mechanism-of-action studies, and translational research principles
- Familiarity with biologics engineering, conjugation strategies, payload biology, or preclinical therapeutic development is preferred
- Demonstrated ability to design rigorous experiments, analyze complex data, and make data-driven recommendations
- Strong communication, collaboration, and problem-solving skills
- Ability to work effectively in a fast-paced, multidisciplinary research environment

#### Preferred Experience:

- Prior experience in ADC, xDC, or other targeted therapeutic platforms
- Experience evaluating novel targets, payload mechanisms, or biology-driven therapeutic hypotheses
- Familiarity with in vitro and in vivo pharmacology workflows
- Experience working with external partners, CROs, academic collaborators, or technology vendors
- Track record of scientific contributions through publications, patents, presentations, or program advancement

The salary for this position is expected to range between \$119,700 and \$222,300 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:**

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**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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