NOVARTIS

Principal Scientist II

Job ID
REQ-10081857
Ноя. 20, 2026
США

Сводка

#LI-Onsite
Location: Cambridge, MA, USA
About the Role
We are growing our ADC team at Novartis and looking for a highly motivated Principal Scientist to help us build next-generation ADC therapeutics. This role will contribute directly to the development of novel ADCs, with a focus on biology-informed payload approaches, innovative vectorization strategies, and differentiated conjugate designs.

The ideal candidate will bring strong communication skills, sound 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.

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, industry experience strongly preferred
- 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

Key Attributes:

- Strategic and creative scientific thinker
- Strong experimentalist with sound technical judgment
- Collaborative team player who thrives in a cross-functional setting
- Excellent communicator and team player
- Comfortable working in emerging scientific areas with evolving priorities
- Passionate about developing innovative medicines for patients

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between $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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U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.
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Job Type
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