NOVARTIS

# Sr Principal Scientist / Associate Director, Biomarker Assay Development Laboratory

Job ID
REQ-10084376
Сен. 14, 2026
США

**Сводка**

#LI-Onsite
Location: Cambridge, MA, USA
Relocation Support: Yes

Imagine advancing biomarker science that helps transform promising discoveries into life-changing medicines. As a Sr Principal Scientist / Associate Director, Biomarker Assay Development Laboratory, you will lead a high-performing team at the forefront of translational research, developing innovative biomarker assays that shape critical decisions across drug discovery and clinical development. Working across a diverse portfolio spanning renal, liver, fibrosis, and emerging disease areas, you will collaborate with leading scientists and cross-functional partners to accelerate patient-focused breakthroughs. This is an exciting opportunity to combine scientific leadership, strategic thinking, and innovation to make a meaningful impact on the future of medicine.

**About the Role**

## Key Responsibilities

- Lead development and qualification of biomarker assays supporting discovery, translational research, and clinical development.
- Design fit-for-purpose assay strategies enabling target engagement, pharmacodynamics, and patient stratification decisions.
- Drive laboratory operations, resource planning, and prioritization to support portfolio objectives effectively.
- Build, mentor, and develop a high-performing team of innovative biomarker scientists.
- Foster a culture of scientific excellence, accountability, collaboration, and continuous improvement.
- Partner with Translational Medicine, Data Science, and cross-functional project teams on biomarker strategies.
- Establish and manage external collaborations to access emerging technologies and specialized scientific capabilities.
- Oversee outsourced assay activities and ensure delivery of high-quality translational data.
- Provide scientific leadership that informs translational plans and clinical development strategies.
- Represent the laboratory in cross-functional forums and contribute to strategic program decisions.

## Essential Requirements

- Doctor of Philosophy, Medical Doctor, or equivalent degree in a relevant life sciences discipline.
- Extensive experience developing biomarker assays within pharmaceutical or biotechnology environments.
- Deep expertise across cellular, circulating, proteomic, genetic, and genomic biomarker approaches.
- Proven success designing, qualifying, and implementing assays for preclinical and clinical studies.
- Strong experience with platforms such as polymerase chain reaction, next-generation sequencing, immunoassays, and mass spectrometry.
- Demonstrated ability to lead, develop, and inspire teams within complex matrix organizations.
- Experience managing external partners and contract research organizations to deliver scientific outcomes.
- Excellent collaboration, scientific communication, and stakeholder engagement skills.

## Desirable Requirements

- Experience applying multiomics profiling and patient stratification approaches within translational research programs.
- Strong strategic mindset with a track record of innovation and advancing scientific impact.

**Rewards**

At Novartis, we’re committed to reimagining medicine together - and rewarding the people who make it happen.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

- USA: 152,600.00 - 283,400.00 USD Annual

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse,equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

*Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.*

**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:** Read our handbook to learn about all the wayswe'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

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**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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