

Principal Scientist I/II – Hematopoietic Stem Cell & RBC Biology

Job ID
REQ-10086271
abr 21, 2026
CUSA

Сводка

#LI-OnSite
Location: San Diego

At Novartis, our mission is to reimagine medicine to improve and extend people's lives. We are seeking a highly motivated Principal Scientist I/II with expertise in sickle cell disease biology, red blood cell physiology, and/or hematopoietic stem cell biology to join our collaborative In Vivo Biology & Pharmacology team.

In this role, you will contribute to research programs focused on sickle cell disease while gaining broad exposure to target discovery, pharmacology, translational science, and therapeutic development. Working within a highly collaborative in vivo biology and pharmacology group, you will also have opportunities to support programs across multiple disease areas and therapeutic modalities.

This position is well suited for scientists who have recently completed a PhD and/or postdoctoral training, or who are early in their industry careers and eager to apply their disease biology expertise in a dynamic drug discovery environment. The role offers significant opportunities for scientific growth, leadership development, and future people-management responsibilities.

About the Role

Major accountabilities:

- Apply expertise in sickle cell disease, hematopoietic stem cell biology, and RBC pathophysiology to support Global Health research initiatives.
- Design, execute, and interpret high-quality biological experiments that inform target discovery, validation, and early drug discovery.
- Translate biological insights into actionable hypotheses and therapeutic concepts in collaboration with multidisciplinary project teams.
- Take on increasing scientific leadership responsibilities, including mentoring junior scientists and contributing to team development, with opportunities for future people-management growth.
- Foster a collaborative, inclusive, and high-performance culture aligned with Novartis Values & Behaviors.
- Contribute to project discussions, data reviews, and decision making in a matrixed Biomedical Research environment.
- Maintain awareness of external scientific advances and contribute to publications or scientific exchanges as appropriate.
- Ensure all work is conducted to the highest standards of scientific rigor, data integrity, safety, and compliance.

Minimum requirements

- PhD in Molecular Biology, Cell Biology, Immunology, Biochemistry, Microbiology, Virology, Biophysics, Pharmacology, or a related biological science discipline.
- **Deep expertise in sickle cell disease, red blood cell physiology, and/or hematopoietic stem cell biology, with a strong understanding of hemoglobinopathies.**
- Strong data interpretation, critical thinking, and scientific communication skills.
- Proven ability to independently design experiments, analyze data, and advance scientific questions, as evidenced by high-quality publications, patents, presentations, and/or drug discovery contributions.
- Demonstrated behaviors aligned with Novartis Values & Behaviors: Inspired, Curious, Unbossed, and Integrity.

Preferred Qualifications

- Early-career scientists are encouraged to apply, including recent PhD graduates and postdoctoral fellows seeking to transition into or expand their experience in drug discovery.
- Ability to work effectively within multidisciplinary and matrixed environments.
- Experience contributing to therapeutic programs from target identification and validation through lead generation and/or early development.
- Expertise in assay development utilizing in vitro, ex vivo, and/or in vivo systems.
- Prior experience with high-dimensional flow cytometry, including panel design, execution, and data analysis, is preferred.

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$108,500 to \$208,500 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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Biomedical Research
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U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.
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Job Type
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Shift Work
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Job ID
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