Senior Scientist I / II – Translational Immuno-Oncology Research

Job ID
REQ-10088986
Окт. 15, 2026
США

Сводка

Are you passionate about cancer immunology and keen to bridge exploratory research to early clinical development? This is an exciting opportunity to join the Oncology Translational Research (OTR) department at Novartis Biomedical Research in Cambridge, MA. OTR is a global, laboratory-based research organization supporting the Oncology Disease Area from early target identification through proof-of-concept clinical trials and late-stage development. OTR plays a critical role in understanding target biology, therapeutic mechanisms of action, response and resistance mechanisms, biomarker strategy, indication selection and rational combination opportunities.

We are seeking a highly motivated and innovative Senior Scientist I/II with demonstrated knowledge of cancer immunology and expertise in developing and executing assays that enable biomarker discovery and validation. This is a predominantly on-site, hands-on laboratory role supporting targeted-therapy programs in hematologic malignancies. The successful candidate will partner closely with project scientists to translate biological hypotheses into robust, decision-enabling experiments.

Location: Cambridge, US #LI-Onsite

This role is based in Cambridge, US. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

About the Role

Responsibilities:

- Design, develop, troubleshoot and optimize multiparameter/spectral flow-cytometry and complementary cell-based assays to characterize immune, stromal and tumor cell populations across hematologic malignancies and solid tumors and evaluate pharmacodynamic responses.
- Execute ex vivo studies using human primary cells, tumor cell lines and patient-derived blood and tissue samples, including complex co-cultures, with rigorous sterile technique.
- Develop fit-for-purpose readouts for proliferation and viability, apoptosis, differentiation, cytokine signaling, target engagement and mechanism of action.
- Analyze and integrate experimental data using appropriate statistical and visualization tools; communicate clear interpretations, limitations and recommended next experiments to multidisciplinary project teams.
- Independently plan and execute experiments aligned with project strategy, manage competing priorities and deliver reproducible data within agreed timelines.
- Maintain accurate, complete and contemporaneous experimental records in the electronic laboratory notebook and ensure traceability of methods, samples, analyses and conclusions.
- Introduce and qualify new laboratory methods when they materially improve project decisions, throughput or data quality.
- Contribute to publications and technical reports, train colleagues in established methods and collaborate effectively across functional teams.

Essential for the role:

This is a dual posting. The final level of the offered role will be determined by the hiring team based on the skills, experience, and capabilities required to perform the role at the offered level.

- Senior Scientist I: Bachelor’s degree in cell biology, molecular biology, immunology or a related discipline with 5+ years of relevant work experience; or Master’s degree in a related discipline with 3+ years of relevant work experience.
- Senior Scientist II: Bachelor’s degree in a relevant biological discipline with 7+ years of relevant work experience; or Master’s degree in a relevant biological discipline with 5+ years of relevant work experience.
- Advanced hands-on experience with multiparameter or spectral flow cytometry, including panel design, sample preparation, instrument operation, acquisition, quality control and data analysis.
- Demonstrated experience with primary human cell culture and immune-cell or tumor-biology assays, including sterile complex co-cultures and patient-derived blood or tissue material.
- Experience with intracellular cytokine staining and multiplex cytokine assays, such as MSD, to quantify pharmacodynamic responses in experimental models.
- Strong quantitative data-analysis and presentation skills using tools such as GraphPad Prism and Spotfire, with the ability to produce clear, decision-ready figures and reports.
- Demonstrated ability to independently design and execute rigorous experiments, troubleshoot complex assays and translate results into actionable recommendations.
- Excellent organization, collaboration and written and oral communication skills, including a consistent record of complete and contemporaneous ELN documentation.

Desirable for the role:

- Experience with IncuCyte or a comparable real-time cell-analysis platform.
- Prior biotechnology or pharmaceutical industry experience supporting drug-discovery projects and working to project timelines and quality expectations.

Benefits & Rewards:

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

Expected Annual Base Salary Range for role:

Senior Scientist I: $93,800 and $174,200 per year

Senior Scientist II: $98,700 and $183,300 per year

The base 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.

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 minimum 14 weeks paid parental leave.

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.

USA - Benefit Statement:

The salary for this position is expected to range between:

Senior Scientist I: $93,800 and $174,200 per year

Senior Scientist II: $98,700 and $183,300 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:

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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