

Principal Scientist I, Frontiers Target Champion

Job ID
REQ-10090350
Окт. 22, 2026
CША

Сводка

We are seeking a highly curious, hands-on scientist to help build the next generation of opportunities for Frontier Programs within the exploratory Disease Area (DAx) in Biomedical Research. In this lab-based individual contributor role, you will shape and advance emerging opportunities across new biology and indications, moving them from early hypotheses through project initiation. Success requires initiative, comfort with ambiguity, and sound judgment to generate and interpret decision-enabling data. This role has no direct people management responsibilities but will work closely with and provide scientific guidance to junior colleagues in a matrixed setting to advance project goals.

About the Role

Internal Job Title: Principal Scientist I

Position Location: Cambridge, MA, onsite

We are seeking a highly curious, hands-on scientist to help build the next generation of opportunities for Frontier Programs within the exploratory Disease Area (DAx) in Biomedical Research. In this lab-based individual contributor role, you will shape and advance emerging opportunities across new biology and indications, moving them from early hypotheses through project initiation. Success requires initiative, comfort with ambiguity, and sound judgment to generate and interpret decision-enabling data. This role has no direct people management responsibilities but will work closely with and provide scientific guidance to junior colleagues in a matrixed setting to advance project goals.

Key Responsibilities:

- Advance opportunities from biological concept through project initiation, supporting early projects through focused experimental plans and hands-on laboratory work.
- Provide biological interpretation and experimental leadership for selected advancing projects, integrating internal and external data to inform strategy and decisions.
- Design, execute, troubleshoot, analyze, and interpret experiments; identify critical questions and adapt plans as evidence evolves.
- Align matrixed collaborators around questions, priorities, timelines, and decision criteria.
- Help shape external collaborations and serve as scientific contact for academic and biotech partners.
- Communicate scientific rationale, uncertainty, and concise, data-grounded recommendations to cross-functional stakeholders.
- Assess emerging biology, technologies, and AI-enabled approaches, translating insights into testable hypotheses.
- Mentor collaborators and trainees, providing guidance while enabling increasing independence and ownership.

Essential Requirements:

- PhD plus 2+ years' relevant postdoctoral or industry experience, or BS/MS equivalent.
- Demonstrated ability to independently conceive and execute experiments, interpret complex biological data, and proactively define next experiments and practical paths forward.
- Understanding of early drug discovery and how experimental biology, target validation, and mechanistic evidence support project progression.
- Fluency with AI-enabled workflows in research setting
- Ability to influence and build relationships in matrixed, multidisciplinary teams without formal authority.
- Strong communication and judgment with incomplete evidence.
- Ability to guide junior researchers and trainees while maintaining high standards.
- Proactive, self-directed problem solving; judgment to seek input when needed; curiosity, resilience, and willingness to challenge assumptions.

Desirable Requirements:

- Experience in target discovery, validation, or drug discovery across disease areas, target classes, or modalities.
- Experience using AI/ML to integrate biological, translational, or multi-omics data for target identification, hypothesis generation, or opportunity prioritization.
- Experience contributing to external collaborations with academic or biotechnology partners.
- Interest or experience in emerging disease areas, including cardiorenal, vascular, and women's health, and a track record of learning rapidly outside an established area of expertise.

Compensation and Benefits:

The salary for this position is expected to range between \$108,500 and \$201,500 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 \(PDF 30 MB\)](#)

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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.

Дивизион

Biomedical Research

Business Unit

Research

Место

США

Состояние

Massachusetts

Сайт

Cambridge (USA)

Company / Legal Entity

U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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