NOVARTIS

Lead Immunology, China

Job ID
REQ-10093164
Ноя. 18, 2026
Китай

Сводка

You will provide strategic and broad scientific leadership for the Immunology Disease Area (DA) representation within Novartis Biomedical Research (BR) in China, connecting global portfolio priorities with the capabilities and opportunities of the innovation ecosystem in China. You will define and operationalize clear research objectives for the BR China Immunology portfolio, and build, lead and empower a team of scientists. The role will build strategic partnerships across the ecosystem; assess emerging science, technologies, assets, and partnering capabilities, and bring together multidisciplinary internal teams and external partners to progress projects toward key decisions and milestones. In addition, you will oversee the portfolio of Immunology projects and contribute to due diligence activities based in China. The role reports operationally to the BR Accelerator Head, China, with functional reporting line to a Basel-based Immunology Leadership Team member for strategic and scientific exchange. Working across local and global interfaces, you will be accountable for team objectives, portfolio deliverables, external collaborations, and a high-performing culture that enables others' success and advances the global Immunology portfolio ambition.

About the Role

Key Responsibilities

Your responsibilities will involve, but are not limited to:

- Serve as the primary Immunology DA interface in China, translating global strategy into clear local priorities and bringing insights from the China ecosystem into global portfolio and strategy discussions.
- Oversee a portfolio of projects in China, ensuring strategic alignment with the global Immunology DA strategy and providing scientific guidance to local teams. Define clear portfolio objectives and priorities, maintain an integrated view of China-based activity, and lead decision-making with local and global stakeholders.
- Build, lead, and empower a team of scientists to drive the BR China Immunology portfolio. Define team goals and portfolio assignments, establish clear accountability for results, and balance direct leadership with matrix influence across local and global teams. Coach and develop the talent as scientific and project leaders, cultivate a high-performing and inclusive culture, and build the capabilities and talent pipeline required for the future portfolio.
- Ensure scientific progress of Portfolio Projects through CRO partner oversight, logistics management, and collaboration with local Functional Area (FA) teams to advance projects to key project milestones, including Portfolio Entry (PE) and Development Candidate (DC).
- Represent Immunology in the triage of business development opportunities with the China Search & Evaluation and Due Diligence teams. Bring the Immunology strategy and scientific perspective into early opportunity assessment and provide scientific advice to cross-functional due diligence teams as selected opportunities progress into full due diligence
- Build connections to the scientific ecosystem in China and assess the capabilities of potential partners to support the Immunology portfolio ambition. Establish trusted relationships across the innovation ecosystem; maintain a current view of emerging science, technologies, and assets; and identify partners and opportunities that can complement global capabilities and advance strategic priorities.
- Establish and continuously improve governance and ways of working across local teams, global Immunology DA stakeholders, Functional Areas, business development, and external partners. Bring together multidisciplinary expertise, lead decision-making on project and diligence goals, communicate key information across the matrix, and enable timely decisions, clear accountability, and efficient execution.
- Represent Novartis Immunology externally in China, strengthening the organization's scientific reputation and positioning Novartis as a partner of choice for high-value innovation.
- Adapt activities, partnerships, data and technology access, and operating practices in response to evolving legal, regulatory, geopolitical, and enterprise risk requirements.

Candidate Profile

- Ph.D. or MD/PhD in Immunology, Biology, Pharmacology, or a related discipline, with 12+ years of experience in immunology drug discovery, translational research, or early development in the biotechnology or pharmaceutical industry.
- Deep knowledge of the China life sciences and immunology innovation ecosystem, with a strong external network and demonstrated ability to identify and assess high-quality partners, technologies, and assets.
- Broad scientific understanding of immunology drug discovery across relevant therapeutic modalities, with the ability to integrate disease biology, target validation, translational, PK/PD, safety, and competitive data into portfolio decisions.
- Significant experience leading project portfolios and scientific due diligence, with a track record of providing clear, evidence-based recommendations under narrow timelines.
- Demonstrated success directly leading and empowering senior scientific project leaders and influencing broad, cross-functional matrix teams; ability to define measurable team objectives, delegate decision authority, coach and develop talent, foster a constructive high-performance culture, and align internal and external collaborators around portfolio outcomes.
- Excellent written and verbal communication skills in English; working proficiency in Mandarin is strongly preferred.
- Action-oriented, highly collaborative, and comfortable working in a fast-paced, team-oriented matrix environment. Demonstrated cultural fluency, with the ability to communicate, collaborate, and build effective relationships across diverse cultural and international environments.

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)

Дивизион
Biomedical Research
Business Unit
Research
Место
Китай
Сайт
Shanghai (Shanghai)
Company / Legal Entity
CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.china@novartis.com 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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