NOVARTIS

Project Lead, Preclinical Development of Therapeutic siRNA

Job ID
REQ-10078094
май 21, 2026
США

Сводка

Location: Cambridge, MA #onsite
This role is required to be in our Cambridge office 3x/week.
Novartis will not sponsor visas for this position.

Role Purpose:
Are you an experienced biologics development leader looking to broaden your impact by applying your scientific and strategic expertise within a small-molecule focused development environment—while expanding your own experience in small-molecule preclinical development? Technical Research & Development is seeking a strategic scientific leader to drive the preclinical development of therapeutic siRNA, including antibody oligonucleotide conjugates, within a collaborative, cross-functional research environment of Chemical and Pharmaceutical Profiling (CPP). This role will lead candidate assessment and formulation strategy from discovery through early clinical development, applying deep expertise in conjugation chemistry, oligonucleotide delivery, and developability to advance high-potential programs. The ideal candidate brings strong scientific judgment, hands-on formulation and characterization experience, and the ability to influence project strategy, identify risks early, and partner effectively across research and development teams.

This role requires deep expertise in conjugation chemistry and the development of oligonucleotide-based therapeutics. The ideal candidate will bring experience across conjugates, strong formulation expertise, and preclinical and clinical development know-how, with biopharm skills; PK/PD experience is a plus. They will serve as a core member of research teams, independently assessing candidate developability and advancing programs into preclinical PK, PD, and toxicology studies through formulation, stability profiling, and risk assessment. Success in this role also requires strong grounding in physical pharmacy and a clear understanding of oligonucleotide physicochemical properties to inform formulation strategies that improve concentration, reduce viscosity and aggregation, and enhance delivery, stability, and efficacy in preclinical in vivo studies. The ability to influence oligo construct design during lead optimization is highly desirable. This position also offers a meaningful opportunity for the successful candidate to broaden their development expertise by gaining exposure to and expanding into more traditional small-molecule preclinical development.

About the Role

Your key responsibilities include, but are not limited to:

- Represent TRD as a member of research stage core project teams, contributing to overall project strategy and success.
- Screen and develop phase-appropriate formulations to enable robust in vivo and clinical assessment of new compounds; author protocols for internal and external labs.
- Assess new compounds for risks related to delivery, aggregation, stability, and developability, and proactively communicate key issues to influence compound selection.
- Provide strategic guidance to cross-functional teams on the selection and optimization of conjugation and delivery technologies, ensuring alignment with project and organizational objectives.
- Basic drug substance characterization by techniques such as XRPD, DSC and TGA, DVS, PLM and UPLC. Assessment of the chemical and physical properties, such as solubility, particle size viscosity, and chemical stability.
- Foster strong team spirit and knowledge exchange within and between teams and manage project-related interactions across departments and with external partners.
- The candidate should pair operational excellence with strong strategic planning and prioritization skills. They will foster collaboration and knowledge sharing within and across teams, while proactively managing project interactions between CPP and partner functions, including Biomedical Research and Pharmaceutical Development. The role also requires the ability to integrate cross-functional insights, anticipate emerging trends, and identify opportunities and risks across the portfolio. Clear, timely communication to management—both written and verbal—will be essential to align project execution with organizational strategy and maximize the impact of CPP's contributions.

What you will bring to the role:

- Advanced degree in pharmaceutical sciences, chemistry, biomedical engineering, or a related field, with 5+ years of experience in pharmaceutical or biologics development.
- Hands-on experience with analytical methods for oligonucleotide characterization, including formulation, analytics, and developability assessment.
- Deep expertise in conjugates, including conjugation chemistry, oligonucleotide delivery strategies, formulation, and preclinical development.
- Strategic mindset with a track record of advancing innovative solutions to delivery and developability challenges.
- Proven ability to manage multiple priorities and deliver in a fast-paced environment.
- Strong written and verbal communication skills, including technical writing and review.

Desirable requirements

- Experience advancing siRNA therapeutics toward clinical development.
- Biologics experience supporting conjugation chemistry and delivery strategy development.
- Knowledge of solid-state properties and their impact on formulation and developability.
- Biopharmaceutics expertise for candidate assessment and formulation development; PK/PD experience is a plus.
- Ability to influence oligo construct design during lead optimization

Novartis Compensation and Benefit Summary:

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.

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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США
Состояние
Massachusetts
Сайт
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Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
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Research & Development
Job Type
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Employment Type
Regular
Shift Work
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