

## Principal Scientist I/II, Target Biology & Discovery

Job ID  
REQ-10054245

6月 06, 2025

USA

### 摘要

About the role:

#LI-OnSite

Location: Cambridge, MA

The Oncology research department at Novartis Biomedical Research is recruiting a Principal Scientist with a strong background in cellular and molecular biology, with a particular focus on epigenetics and chromatin biology in cancer, to join their Target Biology and Discovery group in Cambridge, MA. The successful candidate will carry out cutting-edge oncology research at the interface of target discovery, early target biology, and drug discovery. The candidate will have the responsibility of generating high-quality OMICs data to support improved understanding of biological functions of oncology targets, with the goal of accelerating drug discovery.

## About the Role

### Key Responsibilities:

- Significant contributor or leader of projects/workstreams within scientific/technical initiatives.
- Formulates and leads/co-leads novel projects with team or enables matrix collaboration on project/technology solutions to achieve creative results for impact on Division goals.
- Generates innovative ideas within own team and/or project team/functional community to meet new technical requirements and/or answer project key scientific/technical/development questions.
- Establishes target dates and priorities to enable data-driven advancements in project teams, within own team, and with collaborators, or within functional community.
- Recognizes and leverages innovation opportunities for own team across projects and/or with focus on own area of deep expertise; plans and executes approaches to enable/operationalize strategic focus areas.
- Influences and inspires own team and/or brings matrix collaborators together across the organization with eye for progressing teams towards decision points and deepening scientific understanding.
- May lead several direct reports, or influences through matrix and project networks.
- Identifies scientific/technical trends within own discipline that impact projects.
- Executes experiments and interprets complex data to draw logical and innovative conclusions, connecting and enabling work of direct reports and/or relevant collaborators within functional community.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt.

### Essential Requirements:

- This position will be located at the Cambridge, MA site and will not have the ability to be located remotely. This position will not require travel. Please note that this role would not provide relocation and only local candidates will be considered.
- This is a dual posting. The final level & title of the offer role would be determined by the hiring team based on the skills, experience & capabilities required to perform the role at the level the role has been offered (Principal Scientist I / II):
  - PS I Level: PhD + Post doctoral training of 1-3 years
  - PS II Level: PhD + Post doctoral training of >3 years
- Extensive experience in a variety of molecular and cellular biology skills, with a particular focus on epigenetic and chromatin biology experimental techniques.
- Strong analytical, communication (written and verbal), and organizational skills, including a proficiency with PowerPoint and commonly used data analysis programs, such as Excel and Prism
- A highly motivated, inquisitive, and creative individual, who thrives in a highly-matrixed work environment, and can effectively communicate within multidisciplinary project teams

### Desirable Requirements:

- A strong background and expertise in cancer biology and oncology drug discovery
- Industry experience

## Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$103,600 and \$192,400 per year for the Principal Scientist I and \$114,100 and \$211,900 per year for the Principal Scientist II.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

## 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](mailto: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.

部门

Biomedical Research

Business Unit

Universal Hierarchy Node

地点

USA

状态

Massachusetts

站点

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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