

## Principal Scientist I, Biotherapeutic Engineering & Bioconjugation

Job ID  
REQ-10055982

7月 29, 2025

USA

### 摘要

This position will be located at the Cambridge site and will not have the ability to be located remotely.  
LI#onsite

As Principal Scientist I of Biotherapeutic Engineering & Bioconjugation, you will have an opportunity to join the Biologics Research Center (BRC) at the cutting edge of discovery and development of innovative medicines. BRC builds the biologics pipeline in collaboration with Biomedical Research (BR) Disease Areas and Platforms via a breadth of technologies for discovery of antibody, protein, gene therapy and RNA-based therapeutics.

We are seeking a highly motivated Principal Scientist specialized in engineering biologics to join the Biotherapeutic Engineering and Bioconjugate (BEC) group within BRC in Cambridge, Massachusetts. The BEC group drives a diverse portfolio of pipeline programs and innovation for bioconjugates, therapeutic proteins, multifunctional antibodies and beyond. Through innovative and rational protein design, the BEC group works collaboratively with Disease Area groups to broaden the use of biologics into therapeutic applications where conventional antibodies have limitations.

## About the Role

### Your key responsibilities are, but not limited to:

- Integrating expertise from multiple sites and units, provide scientific leadership as a technical expert for programs and new concepts in our core deliverable areas (such as bioconjugates and multispecifics).
- Identify opportunities and manage outsourcing for the local BEC team.
- Interface with downstream development colleagues to bring lead candidates towards full development.
- Collaborate within BRC across Units and programs.
- Offer innovative approaches to scientific questions and troubleshooting efforts to develop recombinant protein and antibody-based therapeutics in such areas as immune cell engagers, regulated/activatable antibodies, multispecific antibodies, and ADCs and AOCs.
- Work with Disease Areas to identify unmet needs and collaborate for novel therapeutic solutions.
- Maintain compliance for contemporaneous and accurate documentation of scientific activities and for ethical, health/safety, and quality assurance metrics.
- Role-model Novartis Values and Behaviors and foster a culture of inclusivity and curiosity to empower our people and our science.

### Essential Requirements:

- Masters degree with 5 years or PhD with 3 years relevant experience in protein engineering.
- Prior experience with computational protein design/modelling and structure analysis or library-based approaches to attenuate function and developability properties of protein therapeutics.
- Background in mentoring teams in protein engineering.
- Proficiency in antibody molecular biology, protein expression, purification, chemical modification, analytics, biophysical characterization, functional characterization and functional assay design and interpretation.
- Familiarity with recombinant protein and bioconjugate discovery, optimization, production, and transition to development/manufacturing groups.
- A demonstrated track record of success as judged by publications and/or patents.
- Highly collaborative spirit inside and outside of a department to advance programs to clinic. Good communication skills, creativity, and multi-tasking in a fast-paced environment.
- Ability to master new subjects and assess diverse scientific content related to biologics drug discovery and development in a broad range of disease areas.

The salary for this position is expected to range between \$103,600 and \$192,400 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>

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.

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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