

## Director, Oligonucleotide Chemistry and Innovation

Job ID  
REQ-10060022

9月 02, 2025

USA

### 摘要

We are seeking a passionate leader and expert in oligonucleotide chemistry to lead our global team of oligonucleotide chemists within xRNA group, based in Cambridge, Massachusetts and Basel, Switzerland. This role is pivotal in our mission to deliver transformative RNA-based medicines to patients.

The xRNA team is dedicated to excellence, playing a crucial role in siRNA platform innovation and advancing our siRNA portfolio across cardiometabolic, renal, and neurological diseases. Our xRNA team works collaboratively with Disease Area groups, the Global Discovery Chemistry, the Biologics Research Center and the Discovery Sciences to advance innovative portfolio and broaden the use of RNAi into extrahepatic tissues.

The ideal candidate will possess a robust research track record in RNA therapeutics discovery and will bring essential expertise in developing the next-generation of RNA-based medicines. They will lead boldly and collaborate effectively across therapeutic and functional areas to drive the growth of our RNA portfolio.

## About the Role

### Key responsibilities:

- Oversee and manage global oligonucleotide chemistry team and establish operational excellence through harmonizing processes for oligonucleotide discovery, synthesis, purification and conjugation across Basel and Cambridge
- Provide scientific direction and strategy for siRNA platform innovation and incorporation of novel oligonucleotide modifications to improve potency and durability of siRNA therapeutics
- Develop and contribute to Novartis' intellectual property
- Oversee resourcing, timelines and budget for the xRNA organization in partnership with global counterparts to meet our goals and objectives
- Ensure allocation of group resources according to portfolio and platform priorities
- Contribute to the external evaluation of RNA technologies and delivery to extrahepatic tissues
- Partner with colleagues in the Biologics Research Center, the Global Discovery Chemistry and Disease Areas to effectively advance siRNA portfolio
- Recruit, retain and develop diverse, and agile associates to ensure long term talent development and succession planning
- Represent xRNA team at the external environment through presentations, publications and symposia
- Embrace ambiguity and develop results with speed in mind

### Essential Requirements:

- PhD in synthetic organic chemistry or related field
- A minimum of 10 years of experience in industry and therapeutic oligonucleotide discovery and development
- Proven track record in oligonucleotide therapeutics innovation and candidate drugs transition from discovery to clinic
- Possess fluency in nucleic acid and synthetic organic chemistry
- Direct experience in people management and building effective teams

The salary for this position is expected to range between \$185,500-\$344,5000/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>

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.

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Biomedical Research

Business Unit  
Universal Hierarchy Node

地点  
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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  
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Shift Work  
No

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