

## Principal Scientist I/II Oncology Biotherapeutics

Job ID  
REQ-10063167

10月 01, 2025

USA

### 摘要

About the role:

#LI: Onsite

We are seeking a highly motivated investigator who will own the discovery of new xDC therapeutics from target identification and project conception through clinical development. Working collaboratively and across subject areas you will have the opportunity to employ the latest advancements in protein engineering, medicinal chemistry, and in vivo modeling to help deliver rationally crafted therapies with the potential to significantly impact oncology patients.

### About the Role

Key Responsibilities:

- Validate cell surface targets and define therapeutic concepts to bring forward new drug discovery programs in Biotherapeutics, especially xDCs
- Work collaboratively with global multidisciplinary teams to drive project delivery from conception to lead candidate selection
- Present team findings and strategic recommendations to leadership teams and governance board reviews
- Directly manage lab-based scientists to generate impactful decision-driving data across multiple projects

#### Essential Requirements:

- This position will be located at the Cambridge, MA site and will not have the ability to be located remotely. This position does not require travel.
- This is a dual posting. The final level and title of the offer role would be determined by the hiring team based on the skills, experience, and capabilities required to perform the role at the level the role has been offered (Principal Scientist I / Principal Scientist II).
- A minimum of 3-5 years of industry or relevant academic research experience for the Principal Scientist I and a minimum of 5-8 years of industry or relevant academic research experience for the Principal Scientist II
- The candidate should have a PhD in Cancer Biology, Genetics, Molecular Biology, Biochemistry, Cell Biology, or a related field
- Deep understanding of cancer and cell biology
- Familiarity with cell culture and in vitro cell-based assays
- Outstanding scientific and technical skills
- Demonstrated experience working collaboratively with scientists of diverse backgrounds and expertise to drive team success
- Ability to present scientific results with impact

#### Preferred Requirements

- Experience in oncology, biologics drug discovery, antibody drug conjugates
- A track record of success working collaboratively across large teams and a desire to drive drug discovery projects from concept to lead selection
- People management experience

The salary for this position is expected to range between

\$108,500 and \$201,500 / year for the Principal Scientist I; \$119,700 and \$222,300 / 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>

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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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