NOVARTIS

Senior Scientist, Lead Identification and Optimization (LIDO)

Job ID
REQ-10073684

3   16, 2026

USA

We are seeking a highly motivated, detail-oriented and experienced biology expert to join our Lead Identification and Optimization (LIDO) teams at our research site in Cambridge (MA, US). You will accelerate drug discovery by producing high quality data on compounds tested in cellular and biochemical profiling assays, working closely with your colleagues in global Discovery Sciences (DSc) and project teams within Biomedical Research (BR) located in Cambridge and Basel.

You are a self-motivated, curious, creative and agile biologist with strong experience in developing cellular and/or biochemical profiling assays to support the early drug discovery flowchart. You enjoy lab work and process improvement as well as supervising students. You enjoy working in a collaborative, fast-paced environment and want to positively impact drug discovery through advancing early hits into drug discovery development candidates.

About the Role

Internal Job Title: Senior Scientist I/II

Position Location: Cambridge, MA onsite

- Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you. #LI-onsite

We are seeking a highly motivated, detail-oriented and experienced biology expert to join our Lead Identification and Optimization (LIDO) teams at our research site in Cambridge (MA, US). You will accelerate drug discovery by producing high quality data on compounds tested in cellular and biochemical profiling assays, working closely with your colleagues in global Discovery Sciences (DSc) and project teams within Biomedical Research (BR) located in Cambridge and Basel.

Key responsibilities:

- Adapt biochemical and/or cellular profiling assays into robust and standardized assays to support testing of newly synthesized compounds generated by project teams with a focus on fast turnaround times with regards to delivering data.
- Develop, document and maintain SOPs for LIDO process and quality control.
- Proactively identify and implement improvements to enhance lab processes, performance and reliability.
- Coordinate and plan execution of LIDO profiling assays with internal stakeholders.

Essential Requirements:

- BS or MS in Biology, Biochemistry, or equivalent qualifications, with 5+ years' relevant experience
- Strong expertise in either biochemical or cellular assay development.
- Proven experience in executing profiling assays in a drug discovery organization.
- High attention to detail and commitment to operational excellence.
- Strong organizational and time-management skills.
- Ability to work independently and collaboratively within multidisciplinary global teams.
- Flexibility and responsiveness to shifting priorities.
- Excellent written, verbal, and interpersonal communication skills.

The salary for this position is expected to range between $93,800 and $174,200 per year for Senior Scientist I, and $98,700 and $183,300 for Senior 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.

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

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.

Biomedical Research

Business Unit
Research

USA

Massachusetts

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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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69b84004e748c446154843"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; //Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth   var config = { targetId:
"kalturaplayer69b84004e748c446154843", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", //Default: bottom;(' left' , ' right', ' top' , 'bottom' ) to
enable transcript. expandMode: "over", //Default: alongside;(' alongside', ' hidden' , 'over' )
```

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expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };


try { var kalturaPlayer = KalturaPlayer.setup(config); //Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } //Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); setTimeout(() => {
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
'function') { otherPlayer.pause(); } }); }); }); } } catch (e) { console.error(e.message) }
```


VIDEO

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