NOVARTIS

Senior Automation Engineer, High-Throughput Screening

Job ID
REQ-10074404

3   26, 2026

USA

The high   throughput biology group in Novartis San Diego is seeking a Senior Automation Engineer to join the Advanced Automation Technologies group. The primary responsibility of this role is to operate, maintain, and continuously improve high   throughput screening systems that support small   molecule drug discovery. In addition to core screening operations, this role will contribute to the longer   term evolution of lab   in   the   loop capabilities, including chemistry automation and integration with data and AI systems. The Senior Automation Engineer will work closely with biologists, chemists, engineers, and data scientists to support day   to   day discovery needs while helping advance next   generation automation platforms.

The ideal candidate is a hands   on automation engineer who enjoys running complex systems, troubleshooting real experimental workflows, and making practical improvements to how experiments are executed and connected.

About the Role

Internal Job Title: Senior Automation Engineer

Position Location: onsite, San Diego, CA. Given the hands on nature of the work and close collaboration with lab teams, this role is **on site in San Diego** and **not open to remote or hybrid arrangements.** Regular physical presence in the lab is an essential requirement. #LI-onsite

Key Responsibilities:

- Operate, support, and maintain high throughput screening systems for small molecule discovery
- Ensure reliable execution of automated workflows, including system setup, calibration, and troubleshooting
- Partner with biologists and assay scientists to support screening campaigns and evolving experimental needs
- Diagnose workflow issues, interpret system performance data, and communicate findings to technical stakeholders
- Contribute to the design and improvement of chemistry adjacent and lab in the loop workflows
- Support integration between automation systems, data infrastructure, and AI/ML tools
- Develop and maintain automation scripts using Python or similar languages

Essential Requirements:

- Bachelor's degree in Chemical Engineering, Chemistry, Engineering, or related discipline, or equivalent experience
- 5+ years of relevant experience
- Hands on experience with laboratory automation and automated experimental systems, ideally in a screening environment
- Proficiency in Python or similar programming languages
- Experience with system scheduling software, scripting, and basic database concepts
- Strong troubleshooting skills and comfort operating complex, integrated systems
- Excellent written and verbal communication skills

Highly Desirable Skills:

- Experience with chemistry-enabling or automated synthesis workflows
- Familiarity with liquid handling, acoustic transfer, analytical integration, and microplate based systems
- Exposure to lab in the loop or closed loop experimentation
- Experience interfacing automation systems with data pipelines or AI/ML tools

The salary for this position is expected to range between $93,800 and $174,200 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.

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

California

LaJolla/SD

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

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69c6c05b6f381671377482"); 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:
"kalturaplayer69c6c05b6f381671377482", 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' )
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) }
```

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