

## Head, Oncology Drug Discovery - San Diego

Job ID  
REQ-10078418

5月 21, 2026

USA

### 摘要

#LI-Onsite

Location: San Diego, United States

Relocation Support: Yes

Lead the next wave of oncology innovation and help redefine what's possible for patients with cancer. As Head of Oncology Drug Discovery in San Diego, you will shape and deliver a leading scientific strategy that drives breakthrough therapies from early target discovery through development candidate nomination and Investigational New Drug enabling studies. This is a rare opportunity to combine deep scientific expertise with enterprise-level leadership—guiding multidisciplinary teams, influencing portfolio direction, and building a high-performing organization that accelerates the delivery of transformative medicines. Your work will help position San Diego as a key engine of oncology innovation and development candidate delivery within Novartis Biomedical Research.

About the Role

## Key Responsibilities:

- Define and drive the scientific strategy for oncology drug discovery across the San Diego site
- Lead multidisciplinary teams advancing programs from target validation through development candidate nomination and Investigational New Drug enabling studies
- Own portfolio strategy, prioritization, and resourcing decisions to deliver impactful oncology innovation
- Partner with global and site leaders to align discovery programs with overall oncology portfolio strategy
- Champion novel therapeutic approaches, including advanced small-molecule modalities and emerging discovery platforms
- Build and strengthen external partnerships to accelerate scientific innovation and program progression
- Ensure delivery of high-quality preclinical data packages supporting clinical translation and development readiness
- Mentor and develop scientific and project leaders while building a high-performing oncology research organization
- Represent San Diego as a strategic oncology hub, fostering collaboration across the Novartis global research network
- Drive data-driven decision making at key milestones to maximize portfolio value and patient impact

## Essential Requirements:

- Doctoral degree in Biology, Biochemistry, Pharmacology, or a closely related scientific field
- Minimum fifteen years of experience in oncology research and end-to-end drug discovery
- Deep expertise in cancer biology and translational science across discovery and preclinical development
- Proven track record delivering development candidates and advancing programs to Investigational New Drug submission readiness
- Demonstrated experience leading multidisciplinary teams and complex research programs across a matrix environment
- Strong publication history as a senior or corresponding author in high-impact oncology journals
- Extensive experience leading small-molecule oncology programs from discovery through development candidate selection
- Exceptional leadership and talent development capability with experience building high-performing scientific organizations

## Desirable Requirements:

- Experience advancing oncology programs using biologic therapeutic approaches in addition to small-molecule discovery
- Demonstrated expertise in targeted protein degradation, induced proximity, or closely related small-molecule discovery approaches

## Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$248,500.00 - 461,500.00 USD Annual 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>

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](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

Research

地点

USA

状态

California

站点

San Diego

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

```

var config = { targetId: "kalturaplayer6a0f8bd6ad587130907688", provider: { widgetId:
"1Qm7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.plugins["transcript"]) { config.plugins["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 }; } if (KalturaPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; }
if (KalturaPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(KalturaPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents =
[]; if (KalturaPlayer.plugins["googleAnalytics"]) { 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"}); } catch (e) { console.error(e.message) }

```

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