

## Principal Scientist I/II for Multi-specific biologics in Oncology Drug Discovery

Job ID  
REQ-10081317

7月 01, 2026

USA

Available in: English

### 摘要

#LI-Hybrid

Location: Cambridge, MA, USA

About the Role

We are seeking a highly motivated Principal Scientist to join our discovery organization to identify and validate molecular targets that play key roles in disease biology. This role will contribute to advancing innovative therapeutic concepts by integrating molecular biology, biochemistry, pharmacology, and translational science approaches.

The successful candidate will apply deep scientific expertise to study cellular processes, disease mechanisms, and drug-target interactions, and to design and execute experiments that enable progression of drug discovery and early development programs. This individual will work within multidisciplinary teams and collaborate across functions to deliver high-impact scientific insights that support the development of novel therapies.

## About the Role

### Key Responsibilities

#### Principal Scientist II

- Formulate and lead or co-lead novel drug discovery or technology projects, driving impactful scientific outcomes aligned with strategic objectives
- Influence matrix teams and cross-functional collaborators to deliver innovative solutions and advance project milestones
- Generate and implement innovative approaches to address key scientific and technical questions across projects
- Establish priorities, timelines, and data-driven decision points for own team and cross-functional project teams
- Lead or oversee discovery, technology, or early development programs, or own broad processes across multiple projects
- Identify and leverage opportunities for innovation across programs and functional areas
- Build and develop scientific capabilities within the team while contributing to broader community expertise
- Inspire teams and collaborators to progress scientific understanding and reach key decision points

#### Principal Scientist I

- Serve as a key contributor or project lead for discovery or early development initiatives
- Execute and interpret complex experiments to generate high-quality, actionable data
- Apply scientific expertise to drive understanding of disease biology and therapeutic mechanisms
- Identify relevant scientific and technical trends and integrate them into project strategies
- Lead or contribute to projects through collaboration with internal and external partners
- Enable innovative contributions within project teams and scientific networks
- Develop or apply novel experimental methods to advance research objectives
- Influence outcomes through scientific rigor and strong technical expertise

### Essential Requirements

- Ph.D. in molecular biology, biochemistry, pharmacology, microbiology, immunology, cell biology, biophysics, virology, or related field
- Demonstrated experience in drug discovery, molecular target identification, or early development research
- Strong scientific expertise across one or more core disciplines including molecular biology, cellular biology, immunology, or biochemistry
- Proven ability to design experiments, analyze complex datasets, and draw clear, data-driven conclusions
- Experience working in multidisciplinary teams and collaborating across functions
- Strong communication, problem-solving, and organizational skills
- Knowledge of experimental systems including in vitro, in vivo, and/or ex vivo models

## Preferred Experience

- Experience leading scientific projects or teams (direct or matrix leadership)
- Familiarity with assay development, translational models, or biomarker strategies
- Experience in drug target validation and mechanism-of-action studies
- Exposure to emerging technologies such as gene therapy, machine learning, or advanced analytics in R&D
- Experience working with external partners, academic collaborations, or cross-industry initiatives

## Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between

- Principal Scientist I: \$108,500 - \$201,500 USD Annual per year.
- Principal Scientist II: \$119,700 - \$222,300 US Annual per year.

The final position and 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

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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"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
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config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
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(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
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(kPlayer.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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kalturadatalayer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }
```

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