NOVARTIS

# Senior Principal Scientist, Translational Profiling Imaging

Job ID
REQ-10088332

九月 24, 2026

USA

## 摘要

We are seeking a highly motivated and experienced scientist to lead a small group of biologists with advanced imaging expertise. You will drive integration of new spatial proteomics and imaging technologies across matrix teams to enable complex target discovery and validation across disease areas.

This position is part of the imaging team within the Translational Profiling group in Discovery Sciences, Biomedical Research at Novartis. The Translational Profiling group is a global multidisciplinary team with expertise in advanced imaging, metabolomics and lipidomics, proteomics, and data science. Working in close collaboration with disease area teams, the group supports drug discovery projects from early target identification through mechanism of action studies to accelerate the development of transformative therapies for patients.

## About the Role

**Internal Job Title:** Senior Principal Scientist/Associate Director

**Position Location***:* Cambridge, MA, onsite #LI-onsite

**Job Description:**

We are seeking an enthusiastic, innovative, and highly motivated scientist to join the **Translational Profiling** group within Discovery Sciences in Cambridge, MA.

As a **Senior Principal Scientist / Associate Director**, you will provide scientific leadership at the intersection of biology and advanced imaging-based platform innovation. You will lead and mentor a matrix team of scientists while remaining active at the bench, engaged in experimental design, assay development, and data interpretation. This role offers the opportunity to shape the future of translational biology capabilities by leveraging and advancing state-of-the-art imaging, spatial biology, and molecular profiling platforms to answer critical biological questions and accelerate the discovery of transformative medicines.

The successful candidate will combine deep biological expertise with a passion for innovation, working collaboratively across Discovery Sciences, therapeutic areas, and external partnerships to develop novel approaches for understanding disease biology, target discovery, therapeutic mechanisms, biodistribution, target engagement, and pharmacology.

**Key Responsibilities:**

- Lead the development and application of innovative translational biology, imaging, and profiling strategies to address critical questions across the drug discovery pipeline.
- Design, develop, and implement novel assays and integrated workflows leveraging imaging, spatial biology, proteomics, and complementary technologies.
- Maintain an active hands-on scientific presence through experimental design, assay development, troubleshooting, and interpretation of complex datasets.
- Generate biological insights into disease mechanisms, therapeutic mechanisms of action, tissue targeting, pharmacology, and translational biomarkers.
- Lead cross-functional matrix teams and collaborate closely with project teams, platform scientists, and disease-area researchers to drive impactful scientific outcomes.
- Shape the strategy and evolution of imaging, spatial biology, and translational profiling capabilities, identifying opportunities for innovation and capability expansion.

- Establish and manage external collaborations to evaluate and implement emerging technologies that strengthen research capabilities.

- Mentor and develop scientists, fostering scientific excellence, innovation, and collaboration.

- Communicate scientific findings and strategic recommendations to project teams, research leaders, and senior stakeholders.

**Essential Requirements**:

- Ph.D. in Biology, Cell and Molecular Biology, or a related life sciences discipline, with 7+ years of postgraduate experience driving innovative research in a drug discovery setting.
- Strong expertise in experimental biology, including cellular and tissue-based models, with hands on experience in confocal, super resolution, and other advanced microscopy approaches.
- Proven track record of applying imaging and translational biology approaches to investigate disease mechanisms, therapeutic mechanisms of action, target biology, tissue and cell targeting, and translational hypotheses across multiple disease areas.
- Demonstrated scientific leadership experience, including mentoring and developing scientists and influencing cross-functional teams within a matrixed research environment.
- Passion for scientific innovation and emerging technologies, including AI-enabled approaches for imaging, omics, and multidimensional biological data analysis.
- Excellent collaboration, communication, and problem-solving skills, with a strong record of scientific impact and innovation.

**Preferred Qualifications:**

- Experience integrating imaging and multi-omics approaches to drive biological insight generation and decision-making.

- Target and drug discovery experience in an industry setting.

**Compensation and Benefits:**

The salary for this position is expected to range between $138,600 and $257,400 USD annually for Senior Principal Scientist, and $152,600 and $283,400 USD annually for Associate Director. 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.

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Business Unit
Research

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USA

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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

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6aec11912360b001043782", provider: { widgetId: "10m7rm1pm", partnerId: "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"]) { config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; } 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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