

# Pathologist, Senior Principal Scientist (Multiple Positions)

Job ID  
REQ-10042469  
Mar 05, 2025  
USA

## Summary

About the role:

#LI-Onsite

The Oncology Pathology & Biomarkers group within Novartis Oncology Translational Research is recruiting a pathologist to provide scientific and clinical expertise for informing patient selection strategies and biomarker development. You will be expected to work with global multidisciplinary project teams, partner across the full range of Oncology programs (small molecules, biotherapeutics, Radio Ligand Therapies and Immuno-Oncology) from target identification through late-stage clinical studies.

## About the Role

### Key Responsibilities:

- Provide strategic scientific and clinical input to the Oncology Pathology & Biomarkers group and project teams locally and internationally.
- Work closely with pre-clinical research and clinical project teams (scientists and physician-scientists) to design and interpret slide and human tissue-based experiments; evaluate biomarkers in human and xenograft samples via techniques such as Immunohistochemistry (IHC), In Situ Hybridization (ISH), Immunofluorescence (IF).
- Lead assay development for biomarkers and responsible for assay transfer to external Contract Research Organizations (CRO) for exploratory clinical endpoints and patient selection/stratification.
- Technical assessment, approval and monitoring of externally run biomarker assays.
- Lead scientific associates to design and conduct experiments, and to interpret and challenge experimental results.
- Author internal reports and presentations. Present results internally/externally.
- Follow scientific literature and demonstrate initiative toward new approaches and innovative technical solutions.
- Conduct your work to ensure compliance with Novartis guidelines and policies.

### Minimum Requirements:

- This position will be located at the Cambridge, MA site and will not have the ability to be located remotely. This position will require not require travel.
- MD/PhD, DVM/PhD or MD with formal anatomical pathology training

- 3+ years of research experience in pathology, molecular biology, immunology or related field
- Demonstrated expertise in tissue-based analyses, such as interpretation of IHC, interpretation of tissue microarrays, and image analysis
- An orientation towards strong teamwork, working both collegially and collaboratively in a matrix environment.
- Collaborative, innovative, self-directed, with outstanding teamwork and communication skills.

### **Preferred Requirements**

- Working knowledge of DNA/RNA based methodologies for tissue-based analysis; Advanced computer proficiency (Excel, Word, PowerPoint, Spotfire) and ability to analyze large datasets
- Board certification in anatomic pathology strongly preferred

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The pay range for this position at commencement of employment is expected to be between: \$138,600 and \$257,400 / year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

**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>

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Division

Biomedical Research

Business Unit

Universal Hierarchy Node

Location

USA

State

Massachusetts

Site

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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