

Associate Director - Head of DAx Chemistry Cambridge

Job ID

REQ-10053430

Jun 02, 2025

USA

Summary

Novartis seeks an experienced medicinal chemist and people leader to join and lead the Global Discovery Chemistry (GDC) Disease Area Exploratory (DAx) team in Cambridge. The role involves partnering with the DAx team and multi-disciplinary drug discovery project teams to drive therapies for rare and chronic kidney diseases and multi-organ fibrosis. Excellent communication, influencing and stakeholder management skills are essential. In this role you will be required to lead and navigate within a complex matrix organization, leveraging cross-functional collaborations to drive strategic priorities and project success. This position reports to the GDC Global Head of DAx Chemistry.

About the Role

Internal Title: Associate Director

Position Location: Onsite, Cambridge, MA

Your responsibilities will include, but are not limited to:

- Leading the GDC DAx chemistry team in Cambridge and representing the DAx team to the local leadership team. Leading a multidisciplinary project team and/or responsibility for part of the GDC DAx portfolio (therapeutic areas: kidney and/or cross-organ fibrosis).
- Working closely with the GDC Global Head of DAx to build scientific and technical expertise within the GDC DAx team, fostering a collaborative culture aligned with the global discovery chemistry mindset. Setting talent, leadership development, and culture priorities in close collaboration with leadership team colleagues.
- Driving critical programs and initiatives within own team and/or matrix community, and beyond department to advance, prioritize and renew the BR pipeline. There will be a focus on working collaboratively with DAx and Discovery Science partners to prioritize and build the DAx portfolio. Driving continuous improvement, strategic planning, and culture building across the department.
- Providing scientific and strategic advice to project teams, mentoring and coaching project team leaders and team members. Working closely with collaborators, including computer-aided drug design and data science colleagues, to apply modern computational methods to drug discovery. Assuming accountability for success of project goals, cross-divisional and/or external collaborations within direct and indirect team or highly collaborative, matrix working group.

Essential requirements

- PhD in chemistry or related fields with 7+ years of post-graduate medicinal chemistry/drug discovery

experience working in an industry setting.

- Track record of success in drug discovery, ideally with a proven record of delivering development candidates to the clinic.
- Excellent interpersonal and communication skills, ability to influence, and collaborative style to thrive in a highly dynamic and matrixed organization.
- Maintain a strong presence in the scientific community, evidenced by peer-reviewed publications and presentations.
- Proven experience in managing and nurturing the growth of scientists.

The salary for this position is expected to range between \$152,600 and \$283,400 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>

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Division

Biomedical Research

Business Unit

Pharma Research

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

Regolare

Shift Work

No

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2. <https://www.novartis.com/about/strategy/people-and-culture>
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