

## Associate Director / Director Biotherapeutics (Dual Posting)

Job ID  
388653BR  
Aug 08, 2024  
USA

### Summary

About the role:

We are seeking a PhD and/or MD professional who is a scientific leader in the field of biologics drug discovery especially antibody drug conjugates (ADC). The individual will lead a scientific team within Oncology Drug Discovery (ODD) organization to progress innovative biotherapeutics programs with a focus on antibody drug conjugates.

### About the Role

Location: Onsite. Cambridge, MA.  
#LI-Onsite

Key Responsibilities:

- The Associate Director/Director of Biotherapeutics will report to the Head, Oncology Drug Discover, Cambridge (ODD CAM) and will be a member of the ODD Leadership Team.
- This individual will lead the biologics drug conjugates activities for the ODD CAM Site.
- In partnership with other oncology and Novartis Biomedical Research functional leaders, this individual will also lead and drive new areas of scientific investment in biologics drug conjugates including novel targets, tumor targeting modalities, linker payloads and external collaborations and partnerships.
- The Associate Director/Director of Biotherapeutics will also play a crucial role in working with the Business Development and Licensing (BD&L) group by driving external opportunities that enable us to deliver on our strategy and helping with prioritization and decision making on such opportunities.
- As a member of ODD CAM Leadership Team, this individual will chip in to the overall scientific and discovery strategy for the ODD CAM site in close collaboration with functional leaders such as in vivo pharmacology, data science, protein sciences, medicinal chemistry and translational oncology to ensure that we are delivering on our strategy, taking data driven go/no go decisions and resourcing and prioritizing programs accordingly.
- By applying innovative and interdisciplinary thinking toward the development of novel tumor targeting drug conjugates to treat cancer, the Director of Biotherapeutics will be working closely with the global oncology team in crafting an innovative and competitive portfolio for biologics drug conjugates either with antibody or small format biologics.
- In addition to a strong track record in Oncology drug discovery and early development, this individual will bring experience and passion for leading, and mentoring a team of scientists, inherent curiosity to explore innovative approaches to treating cancer.
- The Associate Director/Director of Biotherapeutics is expected to be impactful in the global network externally and within and beyond the Novartis Biomedical Research Oncology Disease Area, by ensuring effective alignment with the appropriate experts in the Novartis matrix organization to drive discovery programs efficiently and successfully.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$166,400 - \$302,400/year; however, while salary ranges are effective from 1/1/24 through 12/31/24, 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.

[Novartis EVP Manifesto.mp4](#)

Essential Requirements:

- This is a dual posting. The final level & title of the offer role would be determined by the hiring team based on the skills, experience & capabilities required to perform the role at the level the role has been offered (Associate Director / Director): Associate Director: Minimum 8 years of biotherapeutics drug discovery and development experience in pharmaceutical or biotech industry; Director: Minimum 10 years of biotherapeutics drug discovery and development experience in pharmaceutical or biotech industry.
- This position will be located at the Cambridge, MA site and will not have the ability to be located remotely. This position will require approximately 5% travel as defined by the business (domestic and/ or international).
- Ph.D. or MD/PhD in Life Sciences, Chemistry or Chemical Biology with a minimum 5 years of people and matrix management experience; Consistent experience in leading direct reports with a track record developing talents and establishing teams and culture
- Strong leadership presence with the ability to present and interact with senior management
- Positive relationship builder and communicator with experience leading diverse, global work teams, driving program excellence, engaging functional partners, partnering with key stakeholders and building positive relationships with key functional area leaders; Proven track record in advancing biotherapeutics from idea through IND.
- Sophisticated business processes, planning and project management skills
- Strong written & verbal communication coupled with excellent problem-solving, negotiation and conflict resolution skills
- In-depth knowledge / background in Oncology and biotherapeutics (especially antibody drug conjugates) drug development; Strong publication track record and recognized as an expert within the field of oncology or biotherapeutics drug discovery

Desirable Requirements:

- Previous work and leadership in international and multidisciplinary drug development teams
- Prior experience leading a team responsible for numerous high impact projects

Benefits and rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity and Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

**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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**EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. 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. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

**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.

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