

Principal Scientist/Lab Head - Oncology Biotherapeutics

Job ID
REQ-10043375
Jun 25, 2025
USA

Summary

We are seeking a highly motivated investigator who will own the discovery of new ADC therapeutics from target identification and project conception through clinical development. Working collaboratively and across subject areas you will have the opportunity to employ the latest advancements in protein engineering, medicinal chemistry, and in vivo modeling to help deliver rationally crafted therapies with the potential to significantly impact oncology patients.

About the Role

Key Responsibilities:

- Validate cell surface targets and define therapeutic concepts to bring forward new drug discovery programs in Biotherapeutics, especially ADCs
- Work collaboratively with global multidisciplinary teams to drive project delivery from conception to lead candidate selection
- Present team findings and strategic recommendations to leadership teams and governance board reviews
- Directly manage lab-based scientists to generate impactful decision-driving data across multiple projects

Essential Requirements:

- This position will be located at the Cambridge, MA site and **will not** have the ability to be located remotely. This position does not require travel.
- The candidate should have a PhD in Cancer Biology, Genetics, Molecular Biology, Biochemistry, Cell Biology, or a related field
- A minimum of 3-5 years of industry or relevant academic research experience
- Deep understanding of cancer and cell biology
- Familiarity with cell culture and in vitro cell-based assays
- Outstanding scientific and technical skills
- Demonstrated experience working collaboratively with scientists of diverse backgrounds and expertise to drive team success
- Ability to present scientific results with impact

Preferred Requirements

- Experience in oncology, biologics drug discovery, antibody drug conjugates
- A track record of success working collaboratively across large teams and a desire to drive drug discovery

- projects from concept to lead selection
- People management experience

The pay range for this position at commencement of employment is expected to be between: \$108,500 and \$201,500/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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