

# Director, Soluble Biomarker Group Head, Molecular and Cellular Science

Job ID  
REQ-10048494  
Apr 16, 2025  
USA

## Summary

About the role:

We are seeking a biomarker leader to head our Soluble Biomarker global team within Biomarker Development (BMD) Molecular & Cellular Sciences group to deliver innovative bioanalytical solutions across one of the industry's largest, most diverse and innovative portfolio. In this role you will partner with biomarker, disease area, translational medicine experts to define and execute robust "fit for purpose" clinical biomarker strategy for soluble biomarker that address key scientific and clinical questions for programs in early and late clinical development phases. As a member of Molecular & Cellular Sciences group leadership, you will define the soluble biomarker group strategy, foster the identification, elevation and application of innovative technologies to cover biomarker needs and gaps in early and late projects

#LI-Hybrid

## About the Role

### Key Responsibilities:

- Provide scientific and technical insights, contribute to the clinical study biomarker strategy and plan to enable proof of mechanism, proof of biology, safety and efficacy understanding and patient selection.
- Lead the definition and implementation of soluble biomarker strategy and investments to cover biomarker needs and gaps in early and late projects
- Build "state of the art technical" capability in the group by leading the identification and evolution of innovative technical solutions.
- In partnership with therapeutic area heads and clinical teams set priorities and allocate resources to maximize soluble biomarker impact in clinical studies
- Partner with outsourcing functions to define and implement soluble biomarker outsourcing strategy to maximize the deliverables of internal resources
- Lead and grow the global group by attracting, retaining, and developing talents.
- Build partnerships and alliances with external academics, innovative companies, technology partners that can be leveraged to aid in the mission of the group.
- Provide scientific and organizational leadership for capability building, including annual portfolio reviews, workshops, and retrospectives. Drives the Biomarker Development "One BMD" vision and mission by evaluating emerging trends, technologies, and partnerships.
- Contribute to Translational Medicine and Biomedical Research strategic initiatives and represent the group within the wider scientific community inside and outside of Novartis.

## Essential Requirements:

- PhD in Biology, Biochemistry, Immunology or related field
- 10+ years industry experience of direct management and/or leadership in clinical biomarker bioanalytical field; preferably including some experience leading other people managers
- Extensive experience in technical development, validation, and implementation of both LBA (e.g. MSD, Ella, NULISA, Olink) and LC-MS based soluble biomarker assays in clinical studies according to international guidelines
- Experience with soluble biomarker profiling platforms
- Understanding of regulatory requirement relevant to Biomarker Development (e.g. GCLP, ICH)
- Proven track record of building and leading high-performing teams. Prioritizes resources and develops talent in a diverse, global matrix organization.
- Outstanding ability to establish effective collaborative relationships with cross-functional scientific teams across an innovative, dynamic organization.
- Excellent interpersonal and communications skills, and ability to represent the group within Biomedical Research and throughout the wider scientific community internal or external to Novartis.
- Demonstrated organizational skills, aligning available resources to meet goals
- Good Computer skills for basic and bioanalytical tools

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between: \$185,500 and \$344,500/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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

**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>

## 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](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.

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

Regular

Shift Work

No

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