

Associate Director, Biotherapeutic Engineering & Bioconjugation

Job ID

REQ-10055979

Jul 02, 2025

USA

Summary

As Associate Director of Biotherapeutic Engineering & Bioconjugation, you will have an opportunity to join the Biologics Research Center (BRC) as a leader at the cutting edge of discovery and development of innovative medicines to address unmet medical needs.

BRC builds the biologics pipeline in collaboration with Biomedical Research (NBR) Disease Areas and Platforms via a breadth of technologies for discovery of antibody, protein, gene therapy and RNA-based therapeutics.

We are seeking a highly motivated scientist and leader specialized in engineering biologics & developing bioconjugates to join the Biotherapeutic Engineering and Bioconjugate (BEC) group within BRC in San Diego, California. The BEC group drives a diverse portfolio of pipeline programs and innovation for bioconjugations, therapeutic proteins, multifunctional antibodies and beyond. Through innovative and rational protein design the BEC group works collaboratively with Disease area groups to broaden the use of biologics into therapeutic applications where conventional antibodies have limitations.

About the Role

Your key responsibilities are, but not limited to:

- Leads a team of 4 labs and 15-20 subject matter experts on the San Diego site responsible to drive recombinant therapies to patients.
- Establishes mid- and long-term goals, plan of action and implementation for the BEC team (e.g. annual objectives) in line with BRC and BR strategy and objectives. Identify and address obstacles to success both within and across departments.
- Integrating expertise from multiple sites and units, develops strategy and provides scientific leadership at a technical level in our core deliverable areas (Antibody Oligo Conjugates, Antibody Drug Conjugates, multispecifics).
- Represents BEC as BEC Site Head for the San Diego including managing the budget of the BEC unit in collaboration with global counterparts in order to meet BRC targets.
- Sets strategy, implements and manages outsourcing for the local BEC team.
- Interface with downstream development colleagues to bring lead candidates towards full development.
- Collaborates and coordinates activities with other global BRC and BR units.
- Offer innovative approaches to scientific questions and troubleshooting efforts to develop recombinant protein and antibody-based therapeutics in such areas as immune cell engagers, regulated/activatable antibodies, multispecific antibodies, and ADCs and AOCs.
- Identifies Disease Area's unmet needs and collaborate for a novel therapeutic solution.

- Ensure compliance for contemporaneous and accurate documentation of scientific activities and for ethical, health/safety, and quality assurance metrics

Essential requirements:

- PhD with 10 years relevant experience as an expert in protein engineering.
- Demonstrated ability to recruit, retains and develops diverse, and agile associates with different expertise, seniority and tasks to ensure long term talent development and talent pipeline including succession planning.
- Background in leading and mentoring a research group consisting of associates of all levels and acting as a manager of managers.
- Proficiency in antibody molecular biology, protein expression, purification, chemical modification, analytics, biophysical characterization, functional characterization and functional assay design and interpretation.
- Familiarity with all aspects of antibody discovery, optimization, production, and transition to development/manufacturing groups.
- Familiarity with preclinical and early clinical development of biotherapeutics, including awareness of biomarker development, clinical assays, manufacturing, safety profiling, and clinical trial design

Desirable Requirements:

- Prior experience with computational protein design/modelling and structure analysis as well as library-based approaches to attenuate functional and developability properties of protein therapeutics.
- Proven experience developing and innovating on mixed modality therapeutics. Expertise designing and optimizing Antibody-Oligo Conjugates is highly desired.
- A demonstrated track record of success as judged by publications and patents.
- Highly collaborative spirit inside and outside of department to advance programs to clinic; good communication skills, creativity, and multi-tasking in a fast-paced environment.
- Ability to master new subjects and assess diverse scientific content related to the broader field of biologics drug discovery and development in a broad range of disease areas.

Novartis Compensation and Benefit Summary

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.

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>

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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 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

California

Site

San Diego

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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