

## Associate Director, xRNA Therapeutics

Job ID  
REQ-10031798

1月 19, 2025

USA

### 摘要

We are seeking a highly motivated, passionate scientist and leader specialized in RNAi therapeutics to join the xRNA group within Biologics Research Center (BRC) in Cambridge, Massachusetts as Associate Director, xRNA. The xRNA team strives for excellence and drives a diverse portfolio of siRNA assets and platform innovation to attenuate gene expression via RNAi. Our xRNA team works collaboratively with Disease area groups, the Global Discovery Chemistry and the Discovery Sciences to broaden the use of RNAi into tissues beyond the liver.

As Associate Director of xRNA Therapeutics, you will have an opportunity to join the Biologics Research Center (BRC) as a leader at the cutting edge of innovative medicine development to improve patient lives. BRC builds the biologics pipeline in collaboration with Biomedical Research Disease Areas via a breadth of technologies for discovery of antibody, protein, gene therapy and RNA-based therapeutics.

The successful candidate will have a strong research track record in the discovery of RNA therapeutics and will provide key expertise in the development of next generation RNA based medicines and their acceleration to patients. They will lead boldly and collaborate effectively across therapeutic and functional areas to advance our growing RNA portfolio across various diseases states.

## About the Role

### Key Responsibilities:

- Lead a team of highly talented scientists on the Cambridge site responsible to drive RNAi based therapies to patients via design, screening and characterization.
- Establishes mid- and long-term goals, plan of action and implementation for the local xRNA team in line with global strategy for xRNA and Biologics Research Center
- Develops and implements strategy for next generation extrahepatic RNAi for various disease areas including cardiometabolic, cardiovascular and neurological.
- Co-leads RNAi drug discovery and development in partnership in Global Discovery Chemistry and Disease Areas.
- Represents xRNA Therapeutics at the Cambridge site including handling the budget of the RNAi unit in collaboration with global counterparts in order to meet xRNA and BRC goals and objectives
- Ensures allocation of group resources according to portfolio and platform priorities.
- Sets strategy, implements and manages outsourcing for the local xRNA team.
- Collaborate with downstream development colleagues to bring lead candidates towards full development.
- Collaborates and coordinates activities with other global BRC and functional groups
- Offers innovative approaches to scientific questions and troubleshooting efforts.
- Identifies Disease Area 's unmet needs and collaborate for a novel therapeutic solution.

### Role Requirements:

- PhD level scientist with 10 years of relevant experience, recognized both internally and externally as an expert in RNAi
- Prior experience with drug discovery focused on RNAi design, screening, and characterization
- Deep knowledge of RNAi chemistry and biology applied to lead optimization of therapeutic candidate
- A proven track record of success as judged by publications and patents
- Demonstrated ability to recruit, retain and develop diverse, and agile associates with different expertise, seniority and tasks to ensure long term talent development and succession planning.
- Background in leading and mentoring a research group consisting of associates of all levels and acting as a manager of managers
- Knowledge in the application of RNAi to biology in the areas of neuroscience, cardiovascular and renal metabolic diseases is required
- Highly collaborative spirit to accelerate programs to clinic; good communication skills, creativity, and multi-tasking in a fast-paced environment.
- Excellent, oral and written communication skills
- Experience with extrahepatic targeting of RNAi is a preferred

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Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$132,300-\$245,700/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.

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