NOVARTIS

Principal Scientist I, Frontiers Target Champion

Job ID
REQ-10090350

十月 22, 2026

USA

摘要

We are seeking a highly curious, hands-on scientist to help build the next generation of opportunities for Frontier Programs within the exploratory Disease Area (DAx) in Biomedical Research. In this lab-based individual contributor role, you will shape and advance emerging opportunities across new biology and indications, moving them from early hypotheses through project initiation. Success requires initiative, comfort with ambiguity, and sound judgment to generate and interpret decision-enabling data. This role has no direct people management responsibilities but will work closely with and provide scientific guidance to junior colleagues in a matrixed setting to advance project goals.

About the Role

Internal Job Title: Principal Scientist I

Position Location: Cambridge, MA, onsite

We are seeking a highly curious, hands-on scientist to help build the next generation of opportunities for Frontier Programs within the exploratory Disease Area (DAx) in Biomedical Research. In this lab-based individual contributor role, you will shape and advance emerging opportunities across new biology and indications, moving them from early hypotheses through project initiation. Success requires initiative, comfort with ambiguity, and sound judgment to generate and interpret decision-enabling data. This role has no direct people management responsibilities but will work closely with and provide scientific guidance to junior colleagues in a matrixed setting to advance project goals.

Key Responsibilities:

- Advance opportunities from biological concept through project initiation, supporting early projects through focused experimental plans and hands-on laboratory work.
- Provide biological interpretation and experimental leadership for selected advancing projects, integrating internal and external data to inform strategy and decisions.
- Design, execute, troubleshoot, analyze, and interpret experiments; identify critical questions and adapt plans as evidence evolves.
- Align matrixed collaborators around questions, priorities, timelines, and decision criteria.
- Help shape external collaborations and serve as scientific contact for academic and biotech partners.
- Communicate scientific rationale, uncertainty, and concise, data-grounded recommendations to cross-functional stakeholders.
- Assess emerging biology, technologies, and AI-enabled approaches, translating insights into testable hypotheses.
- Mentor collaborators and trainees, providing guidance while enabling increasing independence and ownership.

Essential Requirements:

- PhD plus 2+ years ' relevant postdoctoral or industry experience, or BS/MS equivalent.
- Demonstrated ability to independently conceive and execute experiments, interpret complex biological data, and proactively define next experiments and practical paths forward.
- Understanding of early drug discovery and how experimental biology, target validation, and mechanistic evidence support project progression.
- Fluency with AI-enabled workflows in research setting
- Ability to influence and build relationships in matrixed, multidisciplinary teams without formal authority.
- Strong communication and judgment with incomplete evidence.
- Ability to guide junior researchers and trainees while maintaining high standards.
- Proactive, self-directed problem solving; judgment to seek input when needed; curiosity, resilience, and willingness to challenge assumptions.

Desirable Requirements:

- Experience in target discovery, validation, or drug discovery across disease areas, target classes, or modalities.
- Experience using AI/ML to integrate biological, translational, or multi-omics data for target identification, hypothesis generation, or opportunity prioritization.
- Experience contributing to external collaborations with academic or biotechnology partners.
- Interest or experience in emerging disease areas, including cardiorenal, vascular, and women ' s health, and a track record of learning rapidly outside an established area of

expertise.

Compensation and Benefits:

The salary for this position is expected to range between $108,500 and $201,500 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.

To learn more about the culture, rewards and benefits we offer our people click here.

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

Benefits and Rewards: Learn about all the ways we ' ll help you thrive personally and professionally. Read our handbook (PDF 30 MB)

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 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.

部门
Biomedical Research

Business Unit
Research

地点
USA

状态
Massachusetts

站点
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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// Ensure the global player registry array always exists, regardless of embed type. window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise = thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly. thumbEmbedPromise .then(function(player) { window.kalturaPlayerVideos.push(player); // Notify kaltura datalayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }
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