NOVARTIS

Associate Director, Portfolio Pathology

Job ID
REQ-10091733

十一月 03, 2026

USA

摘要

#LI-Hybrid
Location: Cambridge, MA USA
Internal Title: Associate Director

We are looking for an experienced toxicologic pathologist to join our Global Portfolio Pathology team to help implement strategies in pathology, nonclinical safety and drug development that will impact patients across neuroscience, oncology, immunology, cardiovascular and metabolic medicine, global health and regenerative medicine. In this collaborative and integrated role, you will implement drug development strategies and regulatory submission to complex data sets into clear, decisive narratives that shape patient impact, program strategy, scientific standards, and the next wave of transformative medicines.

You will operate at the intersection of pathology, toxicology, investigative sciences and regulatory pathology to enable rapid and high-quality decisions for drug development in small molecules, complex biologics and emerging modalities including cell and gene therapy, sxRNA, radioligands and more.

About the Role

Key Responsibilities:

· Build and inspire multidisciplinary teams across pathology, investigative/molecular pathology, and biodistribution–creating a culture of scientific excellence, collaboration, and talent growth.

· Establish next-generation scientific standards for non-GLP/GLP execution, reporting, and data integrity–ensuring consistent, decision-grade outputs that are inspection-ready.

· Serve as the site scientific authority for pathology and biodistribution: anticipate and define target-organ liabilities, build pathogenesis/MoA narratives, and translate uncertainty into clear, risk-based recommendations.

· Architect the investigative pathology strategy (IHC, ISH/RNAscope, digital and spatial pathology, and -omics) that connects tissue biology to target engagement, safety signals, and translational relevance.

· Shape portfolio decisions through governance and matrix leadership–bringing crisp, evidence-based storytelling that guides go/no-go decisions, mitigation strategies, and development plans.

· Lead innovation–accelerating insight generation and setting a vision for how pathology enables modern drug development.

Essential Requirements:

- Education: DVM or equivalent(e.g. BVSc)
- Graduate training in pathology
- Pathology board certification (e.g., DACVP or equivalent)
- 5+ years in toxicologic pathology

· Preferred candidate will also have a PhD in a relevant biological or toxicologic field

· Demonstrated team leadership with strong collaboration and communication skill (written and oral)

· Ability to supervise direct and indirect team members as well as to coach/develop others

· Experience leading programs, platforms, or initiatives

· Strong interpretive capability across toxicologic pathology, molecular pathology, and biodistribution, with a track record of translating findings into high-quality reports and regulatory documentation

· Scientific credibility demonstrated through publications and/or presentations.

Desirable Requirements:

· Preferred candidate will have rodent carcinogenicity safety assessment experience (e.g. protocol development, primary or peer review evaluation and regulatory document preparation) for both traditional 104 week carcinogenicity studies and transgenic (Hras mouse) studies

· Preferred candidate will have pharmaceutical/biotech industry experience across discovery through development (early phase to registration)

· Deep expertise in a subspeciality area of pathology including but not limited to a particular, business relevant organ system, special investigative techniques (e.g. Immunohistochemistry, in situ hybridization, digital pathology, ultrastructural pathology) and/or regulatory writing and/or submissions

· Strong cross-functional influence and comfort operating in governance forums and matrixed teams

· The highest commitment to professional ethics, scientific rigor, clear data storytelling, and continuous improvement

The salary for this position is expected to range between: $185,500-$344,500/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.

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Research

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USA

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Massachusetts

站点
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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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