

# Senior Principal Scientist/Associate Director, Oncology Drug Discovery Small Molecules Biology

Job ID  
REQ-10014378  
Mar 04, 2025  
USA

## Summary

Location: Onsite. Cambridge, MA.

#LI-Onsite

About the role:

We are seeking a highly driven professional with a strong cancer biology background and track record of successfully leading small molecule drug discovery projects from early to development candidate stage. The individual will play a key role in advancing drug discovery programs as well as leading initiatives towards the inception and development of new scientific directions for small molecule targeted cancer therapeutics.

## About the Role

### Key Responsibilities:

- In addition to a strong track record in oncology drug discovery and early development, this individual will bring experience and passion for leading, and mentoring a team of scientists, and an inherent curiosity to explore innovative approaches to treating cancer
- Impactful in the global network externally and within and beyond the Novartis Biomedical Research Oncology Disease Area, by ensuring effective alignment with the appropriate experts in the Novartis matrix organization to drive discovery programs efficiently and successfully
- Ability to recognize, influence and cultivate new project areas with high impact towards the global oncology strategy
- Effectively present and communicate with key stakeholders, decision boards and disease area leadership teams to advance projects and initiatives
- Build a clear connection to department goals; use strong coaching skills and balance direct and indirect leadership
- Foster ideation, encourage and support idea development in broad team or functional community
- Drives talent development priorities within own team or acts as a senior mentor to key talent within area of expertise
- Develops and leads innovative interdisciplinary teams, and/or leads through the matrix in projects and initiatives using a well-developed internal and external scientific network
- Conduct long- and mid- term planning to identify specific, measurable anticipated impact of team objectives or functional community deliverables to Division pipeline and adapt plans based on strategic changes, external forces, and own insights
- Develop constructive culture within direct and matrix team(s); role-models giving and accepting constructive feedback, creates an extended team dynamic of open communication
- Mentor others to develop their own leadership capabilities and identifies/develops talent across the organization, and/or creates a constructive culture and enables talent development within own scientific/technical community
- Link scientific strategy with specific objectives in novel areas that will lead to fundamental insights or new discoveries, through flexible matrix communities and/or direct team leadership and empowerment, including collaborations with external partners to bring new knowledge into the department/Division.

[Novartis EVP Manifesto.mp4](#)

### Essential Requirements:

- This position will be located at the Cambridge, MA site and will not have the ability to be located remotely. This position will require 3-5% travel as defined by the business (domestic and/ or international).
- PhD in the biological sciences with at least 7-10 years of industry experience especially in the low molecular weight space (in vitro biology and cellular assays)
- Strong background in cancer biology, genetics, and experience in applying cutting edge tools and technology to advance in depth understanding of target biology, in vitro cellular profiling of molecules and elucidating small molecule mechanism of action

- Previous experience leading oncology drug discovery projects and productive and impactful scientific mentoring of direct reports
- Demonstrated ability to work highly collaboratively within and across different groups and functions within an organization.

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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.

**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:**

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#### **Accessibility & Reasonable Accommodations**

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Division

Biomedical Research

Business Unit

Universal Hierarchy Node

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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