NOVARTIS

Executive Director, Development Sciences

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США
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Сводка

#LI-Hybrid
Internal Title: Executive Director
Location: San Diego, CA

We are seeking an accomplished and visionary scientific leader to join us as Executive Director, Development Sciences. In this highly visible role, you will lead a cross-functional scientific organization spanning pharmacokinetics, bioanalysis, quantitative pharmacology, biomarker sciences, and toxicology across discovery, early development, and potentially late-stage development. You will play a critical role in advancing translational understanding of the Antibody Oligonucleotide Conjugates (AOC) platform, shaping integrated development strategies, and enabling high-quality portfolio decisions.

As Executive Director, Development Sciences, you will provide strategic and scientific leadership across a broad translational sciences remit, with particular emphasis on pharmacokinetics, clinical pharmacology, bioanalysis, preclinical safety, and biomarkers. You will be responsible for defining fit-for-purpose development strategies across programs, ensuring scientific rigor in execution, and building strong partnerships across research, development, regulatory, and portfolio teams. This role requires a leader who combines deep technical expertise with strong organizational leadership, sound judgment, and the ability to influence across a matrixed organization. You will also lead and develop scientists based at the San Diego site and serve as an important internal and external representative of the organization.

About the Role

Key Responsibilities

- Lead the Development Sciences organization and provide strategic direction across pharmacokinetics, clinical pharmacology, bioanalysis, toxicology, biomarker sciences, and allied translational sciences areas
- Define and implement integrated platform and program strategies from discovery through registration
- Advance translational understanding of the AOC platform to support data-driven decision-making and differentiated development strategies
- Oversee pharmacokinetic, pharmacology, and nonclinical safety contributions to regulatory submissions and supporting documentation
- Support health authority interactions by ensuring high-quality scientific input into development and regulatory strategies
- Drive cross-functional collaboration across discovery, development, regulatory, and other key partner functions to ensure rigorous and efficient program execution
- Build, lead, mentor, and develop a high-performing scientific team, including oversight of scientists based at the San Diego site
- Serve as a scientific thought leader internally and externally through collaborations, publications, presentations, and participation in relevant scientific forums
- Promote operational excellence through disciplined execution, continuous improvement, and effective use of resources
- Leverage digital tools, AI, and automation, where appropriate, to enhance insight generation, efficiency, and decision-making

Essential Requirements

- PhD or PharmD in pharmacokinetics, pharmacology, toxicology, biomarker sciences, pharmaceutics, biochemistry, or a related scientific discipline
- Significant biopharmaceutical industry experience, typically 12 or more years, spanning preclinical and clinical drug discovery and development, including senior leadership responsibility
- Demonstrated people leadership experience, including hiring, mentoring, coaching, and developing scientific talent
- Experience supporting development programs involving biologics, monoclonal antibodies, oligonucleotide therapeutics, and or RNA-based medicines
- Strong understanding of global regulatory requirements and experience contributing to submissions such as INDs, IMPDs, NDAs, and BLAs
- Proven ability to work effectively in a matrixed, cross-functional environment and influence across teams and organizational levels
- Excellent communication, strategic thinking, and problem-solving skills, with a high degree of scientific rigor and sound judgment

Desirable Requirements

- Experience in neuroscience or neuromuscular disease
- Experience in bioanalytical assay development and biomarker strategy
- Familiarity with late-stage development and registration-enabling activities
- Experience applying digital tools, AI, or machine learning to scientific decision-making and development execution
- Track record of external scientific visibility through publications, presentations, or industry engagement

The salary for this position is expected to range between: $288,400-$535,600/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 clickhere.

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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Business Unit
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