NOVARTIS

Senior Principal Scientist/Principal Scientist, Immune Engagers

Job ID
REQ-10090154
Окт. 26, 2026
США

Сводка

#LI-Onsite
Location: Cambridge, MA, USA

At Novartis Oncology Immune Therapeutics we discover and advance immune therapies that harness immune cells against cancer. We are seeking a highly collaborative scientist to lead biology and drug-discovery efforts for novel immune cell engagers and multispecific immune modulators. The successful candidate will combine cancer-immunology expertise, rigorous decision making and cross-functional leadership to advance programs from target validation toward clinical development and contribute to broader immune-engager strategy.

About the Role

Key responsibilities

- Identify and validate tumor-targeting strategies for immune cell engagers and/or multispecific immune modulators.
- Lead biology strategy and execution for multidisciplinary drug-discovery programs, defining goals, critical experiments, decision criteria and differentiated product profiles.
- Serve as project team leader and/or biology lead, integrating antibody engineering, disease biology, translational, pharmacology, safety, biomarker, data science and clinical perspectives.
- Design and interpret mechanistic studies of immune cell activation, anti-tumor activity, target biology, selectivity, resistance and safety-relevant biology.
- Present evidence-based recommendations, risks and development plans at governance reviews.
- Supervise and develop scientists while building productive internal and external collaborations.
- Contribute to immune-engager strategy, target and indication prioritization, and next-generation modality innovation.

Minimum requirements

- PhD in cancer biology, immunology or a related discipline with 5+ years of relevant research and/or industry experience; or MS with 10+ years of relevant industry experience.
- Strong expertise in cancer biology and/or immunology (especially T cell and/or myeloid cell biology).
- Expertise in tumor immunology, especially T cell mediated anti-tumor activity, tumor-associated myeloid cell biology and immune suppression in the tumor microenvironment (TME).
- Proficient in immune-cell functional assays and complex immunophenotyping analysis, including integrated in vitro and ex vivo assays as well as multiparameter flow cytometry.
- Experience in antibody, multispecific biologic and/or immune-engager discovery within cross-functional teams.
- Ability to formulate hypotheses, design rigorous experiments, interpret complex data and translate findings into project decisions, evidenced by a strong track record of research publications.
- Excellent communication, presentation, analytical and collaboration skills.
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Highly desirable, especially for Senior Principal Scientist

- Strong track record in T-cell engager or myeloid cell-engager discovery, with leadership from target validation through IND-enabling or early clinical activities.
- Demonstrated success as a project team leader, aligning multidisciplinary stakeholders and driving decisions through scientific and organizational complexity.
- End-to-end program perspective connecting indication biology, modality design, translational strategy, differentiation and development path.
- Innovation in next-generation immune engagers or multispecific concepts, such as dual-targeting, logic-gated or TME-dependent approaches, and associated discovery workflows.
- Experience in mentoring junior project leaders and a broader scientific reputation demonstrated through publications, patents, presentations or collaborations.

Novartis Compensation and Benefit Summary:

Role Leveling (Dual Posting)

This is a dual posting. The final level and title will be determined by the hiring team based on skills, experience, and capabilities.

The salary for this position is expected to range between:

Principal Scientist II: $126,000 - $234,000 per year.

Senior Principal Scientist: $132,300 - $245,700 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.

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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США
Состояние
Massachusetts
Сайт
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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
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REQ-10090154

Senior Principal Scientist/Principal Scientist, Immune Engagers

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