NOVARTIS

Director, GDC Head of ADC Oncology Chemistry

Job ID
REQ-10084676
Окт. 06, 2026
США

Сводка

Job Title: Director, Head of Antibody-Drug Conjugate Oncology Chemistry
#LI-Onsite
Location: Cambridge, USA
Relocation Support: Yes

You have the opportunity to shape the chemistry strategy behind the next generation of targeted oncology therapeutics. In this highly influential scientific leadership role, you will lead a talented team of medicinal chemists advancing antibody-drug conjugate and other vectorized drug conjugate programs from early discovery toward key development milestones. Working at the intersection of chemistry, biology and drug discovery, you will help shape portfolio strategy, guide innovative science and build strong partnerships across disciplines, while developing people and creating an environment where bold ideas can translate into meaningful treatments for patients.

About the Role

Key Responsibilities

- Lead medicinal chemistry strategy for antibody-drug conjugate and vectorized drug conjugate programs across the oncology portfolio.
- Guide project teams toward critical drug discovery milestones, from exploratory research through candidate nomination.
- Build, mentor and develop a high-performing team of medicinal chemists across career levels.
- Partner across biology, biotherapeutics, pharmacokinetics, safety, and process chemistry to advance innovative therapeutic programs.
- Shape portfolio strategy, prioritization and resourcing decisions in alignment with broader oncology goals.
- Identify emerging technologies, external collaborations and scientific opportunities that strengthen the discovery portfolio.
- Foster an innovative, inclusive and collaborative environment while navigating complexity, ambiguity and organizational change.

Essential Requirements

- Doctoral degree in Organic Chemistry, Medicinal Chemistry or a closely related scientific discipline.
- Minimum 12 years of pharmaceutical or biotechnology research and development experience, including significant scientific and people leadership experience.
- Proven success advancing oncology drug discovery programs toward clinical development.
- Deep knowledge and experience with antibody-drug conjugates and other vectorized drug conjugate approaches.
- Broad understanding of drug discovery disciplines, including pharmacokinetics, toxicology and pharmacology.
- Demonstrated ability to lead multidisciplinary teams, influence across functions and translate complex science into strategic decisions.

Desirable Requirements

- Experience with computational chemistry tools and structure-based drug design.
- Deep expertise in synthetic organic chemistry, medicinal chemistry, structure-activity relationships, lead optimization and rational drug design.

Rewards

At Novartis, we’re committed to reimagining medicine together - and rewarding the people who make it happen.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

- US: 185,500.00 - 344,500.00 USD Annual

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally:https://www.novartis.com/careers/benefits-rewards

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Read our handbook (PDF 30 MB)

EEO Statement:

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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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