

# Head, Oncology Drug Discovery – San Diego

Job ID

REQ-10078418

May 21, 2026

LOC\_US

## About the Role

### Key Responsibilities:

- Define and drive the scientific strategy for oncology drug discovery across the San Diego site
- Lead multidisciplinary teams advancing programs from target validation through development candidate nomination and Investigational New Drug enabling studies
- Own portfolio strategy, prioritization, and resourcing decisions to deliver impactful oncology innovation
- Partner with global and site leaders to align discovery programs with overall oncology portfolio strategy
- Champion novel therapeutic approaches, including advanced small-molecule modalities and emerging discovery platforms
- Build and strengthen external partnerships to accelerate scientific innovation and program progression
- Ensure delivery of high-quality preclinical data packages supporting clinical translation and development readiness
- Mentor and develop scientific and project leaders while building a high-performing oncology research organization
- Represent San Diego as a strategic oncology hub, fostering collaboration across the Novartis global research network
- Drive data-driven decision making at key milestones to maximize portfolio value and patient impact

### Essential Requirements:

- Doctoral degree in Biology, Biochemistry, Pharmacology, or a closely related scientific field
- Minimum fifteen years of experience in oncology research and end-to-end drug discovery
- Deep expertise in cancer biology and translational science across discovery and preclinical development
- Proven track record delivering development candidates and advancing programs to Investigational New Drug submission readiness
- Demonstrated experience leading multidisciplinary teams and complex research programs across a matrix environment
- Strong publication history as a senior or corresponding author in high-impact oncology journals
- Extensive experience leading small-molecule oncology programs from discovery through development candidate selection
- Exceptional leadership and talent development capability with experience building high-performing scientific organizations

### Desirable Requirements:

- Experience advancing oncology programs using biologic therapeutic approaches in addition to small-molecule discovery
- Demonstrated expertise in targeted protein degradation, induced proximity, or closely related small-molecule discovery approaches

### Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$248,500.00 - 461,500.00 USD Annual 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.

## Role Requirements

**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 \(PDF 30 MB\)](#)

Division

DIV\_RE

Business Unit

Research

Location

LOC\_US

Site

San Diego

Company / Legal Entity

U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.

Functional Area

FCT\_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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