

Principal Scientist, Structural Biology

Job ID

REQ-10078905

Jul 10, 2026

LOC_US

About the Role

Internal Job Title: Principal Scientist I/II

Location: onsite, San Diego, CA #LI-Onsite

About the Role:

At Novartis, we are reimagining medicine through scientific excellence and innovation. Within the Discovery Sciences organization, the Protein Sciences group plays a pivotal role in advancing early-stage drug discovery by enabling deep structural and functional insights into therapeutic targets. Structural Biology is a cornerstone capability, enabling structure-guided drug discovery for some of the most challenging and high-impact targets in medicine.

This is a unique opportunity to join a world-class structural biology team within one of the largest and most innovative pharmaceutical companies. You'll have access to state-of-the-art instrumentation, highly skilled and collaborative colleagues, and the chance to make meaningful contributions to the discovery and development of life-changing medicines.

Key Responsibilities:

- Lead and execute protein production and X-ray crystallography to elucidate protein-small molecule, protein-peptide, and/or protein-protein interactions, supporting drug discovery initiatives
- Successfully drive gene-to-structural small molecule drug discovery projects
- Leverage knowledge in protein production and structural biology to characterize structure-function relationships, investigate novel mechanisms of action, and address complex scientific questions
- Collaborate with cross-functional teams, including protein scientists, biophysicists, chemists, and computational modelers, to facilitate structure-based drug design
- Advance our initiatives and drug discovery programs by leveraging innovative approaches, such as applications of AI.

Essential Requirements:

- Ph.D. in structural biology, biophysics, biochemistry, or a related field with over 5 years of relevant experience in X-ray crystallography within either industrial or academic settings
- Demonstrated expertise in protein expression across E. coli, insect, and mammalian expression systems, as well as extensive experience in protein purification and characterization
- Proven track record in application of X-ray crystallography to characterize protein-ligand and protein-protein complexes, including crystallization screening and optimization, data processing, structure refinement and analysis.
- Outstanding communication skills, strong ability to collaborate within multidisciplinary teams, and ability to work in a fast-paced, goal-driven environment.

Desirable Requirements:

- Understanding of AI/ML tools for structural biology
- Experience with biochemical assays and biophysical methods
- Experience with Cryo-EM is a plus

The salary for this position is expected to range between \$108,500 and \$201,500 per year for Principal Scientist I, and between \$119,700 and \$222,300 per year for Principal Scientist II. 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 click [here](#).

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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