

Team Leader in Data Science, Disease Area X

Job ID

REQ-10084255

Jul 22, 2026

LOC_US

About the Role

Internal Job Title: Senior Principal Scientist or Associate Director

Position Location: Cambridge, MA Hybrid

Key responsibilities:

- Lead data science strategy and execution for hypothesis-driven discovery programs, including study design, analysis of experiments, and interpretation of complex biological datasets.
- Drive multi-omics analytics across genomics, transcriptomics, proteomics, single-cell, spatial, imaging, clinical, and other relevant data modalities to support target and biomarker portfolios.
- Translate scientific questions into computational strategies, selecting fit-for-purpose statistical, machine learning, AI, and bioinformatics approaches.
- Operationalize responsible use of generative and/or agentic AI tools in drug discovery workflows, ensuring scientific rigor, data governance, and appropriate human oversight.
- Contribute hands-on technical work in scientific software development, data engineering, workflow automation, reproducible analysis, and scalable analytical pipelines.
- Partner cross-functionally with wet-lab scientists, translational researchers, platform teams, and senior stakeholders to shape experimental design and accelerate decision-making.
- Prioritize resources and capabilities across multiple projects, adapting to evolving portfolio needs and balancing strategic impact with delivery timelines.
- Lead, coach, and develop direct reports, creating a collaborative, inclusive, scientifically rigorous, and high-performing team environment.
- Communicate scientific findings and recommendations clearly through internal presentations, governance discussions, publications, posters, and external scientific forums.
- Promote FAIR data practices, reproducible research, high-quality documentation, project tracking, and scalable analytical standards across the team.

Essential Requirements:

- Advanced degree (PhD preferred) in Data Science, Computational Biology, Bioinformatics, Computational Science, Molecular Biology, Genetics, Biochemistry, Engineering, or a related quantitative or life sciences discipline.
- 6+ years of relevant experience applying computational biology, bioinformatics, AI/ML, statistics, or data science to drug discovery, translational research, biotechnology, pharmaceutical R&D, technology, or academic research.
- Experience leading or managing internal data scientists, computational biologists, bioinformaticians, or machine learning scientists in a matrix management environment as well as external collaborators
- Demonstrated ability to lead complex, hypothesis-driven scientific analyses using biological, multi-omics, or translational datasets, including RNA-seq, single-cell RNA-seq, proteomics, genomics, spatial biology, and/or imaging.
- Strong practical experience with scientific software development, reproducible analysis, workflow orchestration and collaborative development practices; experience in Python and/or R, with familiarity in tools such as GitHub, HuggingFace, workflow managers, Jupyter notebooks, containers
- Deep experience with cloud-based or enterprise-scale compute platforms, high-performance computing
- Significant experience influencing and collaborating across diverse scientific teams, including wet-lab biology, translational research, engineering, and computational functions.
- Familiarity with modern AI/ML methods and their application to biological or biomedical data (i.e. generative, agentic

AI)

- Experience acquiring, curating, and engineering proprietary and public datasets while maintaining appropriate data governance, privacy, and security standards.
- Demonstrated ability to shape scientific strategy cross-functionally, influence senior stakeholders, and translate analytical results into portfolio-relevant decisions.
- Track record of scientific impact through publications, conference presentations, internal decision support, or portfolio contributions.
- Strong communication, interpersonal, ethical judgment, resilience, and self-awareness skills.

Compensation & Benefits:

The salary for this position is expected to range between \$160,300 and \$297,700 USD annually for Senior Principal Scientist, Data Science, and \$176,400 and \$327,600 USD annually for Associate Director, Data Science. 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

Cambridge (USA)

Company / Legal Entity

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

Functional Area

FCT_DD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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