

ADME Scientist, Antibody–Oligonucleotide Conjugates (Principal Scientist I/II)

Job ID

REQ-10084348

Aug 05, 2026

LOC_US

About the Role

Key responsibilities

- Develop and execute fit-for-purpose ADME and biotransformation workflows for antibody–oligonucleotide conjugates in biological matrices.
- Apply immunoprecipitation and affinity-capture methods to enrich antibody-conjugated species from plasma, tissue, and cellular samples.
- Use LC-MS/MS and high-resolution MS approaches to assess conjugate integrity, stability, biotransformation, and tissue biodistribution.
- Independently design, troubleshoot, and interpret in vitro and in vivo studies linking laboratory findings to PK/PD and candidate selection decisions.
- Provide ADME input to project strategy and translational decision-making in collaboration with discovery and development teams.
- Prepare clear study plans, technical reports, project summaries, regulatory content, and internal scientific presentations.
- Resolve assay and workflow challenges through practical solutions that improve data quality, throughput, and scientific impact.
- Ensure high standards of laboratory documentation, data integrity, safety, and compliance with Novartis procedures.

Essential requirements

- PhD, MSc, or BSc in pharmaceutical sciences, biochemistry, analytical chemistry, pharmacology, molecular biology, bioengineering, or a related discipline, with relevant industry experience in ADME, DMPK, biotransformation, or biologics/new modality research.
- Demonstrated hands-on laboratory experience with immunoprecipitation, affinity capture, biological sample preparation, and LC-MS/MS or HRMS-based workflows is required.
- Strong understanding of ADME principles and their application to new modalities, including oligonucleotides, antibody conjugates, biologics, or other complex therapeutics.
- Experience developing or executing LC-MS/MS or HRMS-based methods to characterize metabolic stability, biotransformation, and molecular fate of antibody–oligonucleotide conjugates.
- Ability to work effectively in a cross-functional, matrixed project environment and communicate complex scientific data clearly to project teams.
- Strong organizational skills, attention to detail, scientific rigor, and ability to manage multiple studies and priorities.
- Fluent oral and written English.

Preferred experience

- Experience with antibody–oligonucleotide conjugates, antibody-siRNA conjugates, antibody-drug conjugates, therapeutic proteins, or other targeted delivery platforms.
- Knowledge of oligonucleotide metabolism, nuclease-mediated degradation, linker stability, conjugate heterogeneity, and tissue distribution challenges.
- Experience with biological sample preparation from plasma, tissue homogenates, cells, or subcellular fractions.

- Familiarity with ligand-binding assays, hybridization-based assays, ligand capture LC-MS workflows, proteomics, or intact/protein-level mass spectrometry.
- Experience with laboratory automation, liquid handling, assay miniaturization, or higher-throughput sample preparation.
- Experience contributing to IND/IMPd-enabling packages, regulatory documentation, or project transition reports.

This is a dual posting. The final level & title of the offer role would be determined by the hiring team based on the skills, experience & capabilities required to perform the role at the level the role has been offered.

The salary for this position is expected to range between:

Principal Scientist I: \$108,500 and \$201,500 per year.

Principal Scientist II: \$119,700 and \$222,300 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.

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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