

Senior Principal Scientist / Associate Director– Soluble Biomarkers, Molecular & Cellular Sciences (MCS)

Job ID

REQ-10084254

Aug 11, 2026

LOC_CH

About the Role

Key Responsibilities

- Lead a team of scientists responsible for developing, validating, and implementing exploratory soluble biomarker assays using LC-MS and immunoassay platforms across the Novartis portfolio.
- Serve as a subject matter expert in LC-MS and immunoassay technologies, such as ELISA, MSD, NULISA, and Ella.
- Oversee LC-MS and immunoassay laboratory operations, ensuring effective processes, procedures, resource planning, and project prioritization.
- Provide hands-on technical leadership to resolve analytical challenges and ensure high-quality method development, validation, sample analysis, and biomarker result delivery.
- Lead biomarker assay activities for clinical studies, including biomarker assays run internally or outsourced to strategic vendors.
- Analyze complex scientific data, interpret results, and translate findings into actionable recommendations for project teams and governance bodies.
- Identify emerging biomarkers, technologies, and methodologies that strengthen biomarker capabilities and support drug development decisions.
- Build strong collaborations across Novartis research functions and with external partners, including vendors, to advance biomarker strategy and execution.
- Represent Novartis through scientific publications, presentations, conferences, and external scientific engagement.
- Mentor, coach, and develop scientists and technical staff while fostering a culture of scientific excellence, innovation, and collaboration.

Essential Qualifications

- PhD with 5+ years or MSc with 8+ years of relevant industry experience in biomarker development, translational research, or related fields.
- Associate Director level will require previous people leadership experience.
- Strong expertise in soluble biomarker assay development, validation, and clinical implementation, including LC-MS and immunoassay platforms.
- Experience applying biomarker strategies from preclinical to clinical development to support program decisions and advance the portfolio.
- Proven scientific leadership, with the ability to shape strategy, solve technical challenges, and drive high-quality execution. Strong cross-functional collaboration skills in matrixed research, clinical, operational, and external partner environments.
- Solid experience mentoring and developing scientists or technical staff.
- Excellent communication skills, with the ability to explain complex science, influence stakeholders, and guide project teams.

Preferred Qualifications

- Strong track record for providing scientific contributions in biomarkers, translational science, or analytical technologies.
- Established external scientific reputation through conferences, collaborations, publications, or consortia.

This is a dual posting. The final level & title of the offer role will 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

Benefits & Rewards

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

Expected Annual Base Salary Range for role:

122,500.00 - 227,500.00 CHF Annual

The base 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.

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 minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. 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.

Commitment to Diversity and Inclusion / EEO

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number **218** in your message.

Role Requirements

Primary location salary range

CHF122,500.00 - CHF227,500.00

Division

DIV_RE

Business Unit

Research

Location

LOC_CH

Site

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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