NOVARTIS

# Associate Director, ADC platform in Oncology Drug Discovery

Job ID
REQ-10081318
Jul 06, 2026
LOC_US

## About the Role

Key Responsibilities

- Lead scientific strategy for ADC payload selection, linker design, conjugation approaches, and related platform innovations
- Apply deep expertise across payload classes, mechanisms of action, potency, resistance biology, bystander activity, and tolerability to guide program design
- Partner with chemistry, biology, protein engineering, pharmacology, translational sciences, and CMC teams to advance next-generation ADCs
- Evaluate and prioritize novel payloads, linker technologies, and conjugation approaches for internal programs and external opportunities
- Provide biology-driven insights into payload mechanism of action, tumor context, therapeutic index, and combination strategies
- Design and guide experimental strategies to assess ADC activity, selectivity, resistance mechanisms, linker stability, and payload-related pharmacology
- Contribute to next-generation ADC platform strategy, including differentiated payload-linker concepts and biology-aligned ADC design
- Represent payload/linker expertise in cross-functional project teams, governance discussions, and external collaborations
- Monitor scientific, clinical, competitive, and IP landscapes related to ADC payloads, linkers, and emerging targeted modalities
- Mentor scientists and contribute to a collaborative, high-performing research environment

Essential Requirements

- Ph.D. in cancer biology, pharmacology, chemical biology, biochemistry, medicinal chemistry, bioengineering, or related discipline
- 5–10 years of relevant industry experience in ADC discovery, targeted therapeutics, or oncology drug discovery
- Extensive expertise in ADC payloads, including mechanism of action, potency, resistance biology, and therapeutic index considerations
- Strong knowledge of linker and conjugation technologies, including stability, release mechanisms, site-specific conjugation, and developability
- Deep understanding of ADC biology including tumor targeting, internalization, trafficking, payload release, bystander effects, and pharmacology
- Demonstrated ability to integrate biology, chemistry, and translational data into actionable program strategies
- Proven experience leading cross-functional scientific discussions and influencing program direction
- Strong communication, collaboration, and leadership skills

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between $152,600-$283,400 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

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_RD
Job Type
Full time
Employment Type
Regular
Shift Work
No
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