NOVARTIS

Principal Scientist II, Translational Biomarker Strategy Lead

Job ID
REQ-10085057
Aug 05, 2026
LOC_US

About the Role

Major accountabilities:

- Lead development of stage-appropriate preclinical and translational biomarker strategies for DAx programs from target validation through early clinical development readiness.
- Serve as the biomarker representative and single point of contact on assigned DAx project teams.
- Define biomarker hypotheses, context of use, evidence requirements, and decision criteria aligned with program milestones.
- Develop integrated biomarker plans encompassing assays, models, samples, analyses, timelines, and external partnerships.
- Partner across Biology, In Vitro, In Vivo, Data Science, Preclinical Safety, Quantitative Sciences, Translational Medicine, and Biomarker Development to align biomarker activities and execution.
- Generate translational evidence linking target biology, pharmacology, and biomarkers to support key portfolio decisions.
- Drive external collaborations and leverage innovative technologies, datasets, and human sample resources to strengthen biomarker strategies and research-to-development transition.

Minimum Qualifications

- PhD, MD, PharmD, or equivalent in biology, pharmacology, immunology, translational medicine, molecular biology, or related discipline.
- 7+ years of experience in translational research, biomarker strategy, biomarker discovery, or drug development within the pharmaceutical or biotechnology industry.
- Demonstrated experience developing biomarker strategies supporting drug discovery and development programs.
- Strong understanding of biomarker applications including target engagement, pharmacodynamics, patient stratification, disease activity, and mechanism-based biomarkers.
- Experience leading cross-functional matrix teams and influencing scientific strategy without direct authority.
- Excellent communication, presentation, and stakeholder management skills.

Rewards

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

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 a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

- USA: 114,100.00 - 211,900.00 USD Annual

The 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. 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.

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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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

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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