NOVARTIS

Principal Scientist I/II, Oligonucleotide Chemistry & Innovation

Job ID
REQ-10085163
Nov 02, 2026
LOC_US

About the Role

Key Responsibilities
Lead synthesis, purification, characterization, and analysis of chemically modified oligonucleotides and conjugates.
Design and optimize novel oligonucleotide chemistries through structure-activity relationship studies.
Develop and implement robust synthetic routes for preclinical RNA therapeutic candidates.
Drive cross-functional collaboration to advance oligonucleotide therapeutic programs from discovery through preclinical stages.
Mentor scientists and enhance laboratory workflows to improve efficiency, quality, and innovation.
Establish and maintain standard operating procedures supporting reproducible oligonucleotide manufacturing processes.
Operate, troubleshoot, and maintain critical analytical and synthesis instrumentation, including high performance liquid chromatography and liquid chromatography mass spectrometry.
Essential Requirements
Doctor of Philosophy in Chemistry or a related scientific discipline.
At least five years of experience synthesizing therapeutic oligonucleotides in an industry or research setting.
Deep expertise in solid-phase oligonucleotide synthesis, deprotection, purification, and characterization.
Proven experience developing and optimizing novel oligonucleotide chemistries and conjugates.
Strong knowledge of phosphoramidite chemistry and modern synthetic chemistry techniques.
Hands-on experience operating automated oligonucleotide synthesizers and analytical instrumentation.
Demonstrated understanding of RNA therapeutics, including small interfering ribonucleic acid and antisense oligonucleotides.
Excellent collaboration and communication skills with the ability to work across multidisciplinary teams.

At Novartis, our purpose is to reimagine medicine to improve and extend people's lives. If you are passionate about scientific innovation, thrive in a collaborative environment, and are excited by the opportunity to help shape the future of RNA therapeutics, we encourage you to apply and make a lasting impact on patients worldwide.

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:

- US: 108,500.00 - 201,500.00 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.

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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