NOVARTIS

Principal Scientist, Biomarker Assay Development Bench Scientist

Job ID
REQ-10082170
Sep 14, 2026
LOC_US

About the Role

Key responsibilities:

- Design, develop, and qualify preclinical and clinical biomarker assays (cellular, soluble, proteomic, genetic, and genomic) to support target engagement, pharmacodynamics, and patient stratification for DAx programs.
- The ideal candidate will bring deep technical and strategic expertise in designing, developing, optimizing, and clinically implementing ligand binding assays (e.g. ELISA, MSD, immunoassays). Ensuring analytical rigor, robustness, and “fit-for purpose” performance expectations and technical assessment standards.
- Execute laboratory-based research, including hands-on assay development, optimization, and troubleshooting.
- Analyze and interpret experimental data, ensuring scientific rigor and reproducibility.
- Collaborate with Translational Medicine, Biomarker Development, and DAx project teams to align assay strategies with DAx therapeutic area priorities.
- Support the implementation of biomarker assays in preclinical and clinical studies, including documentation and reporting of results.
- Maintain exemplary laboratory practices, including accurate record keeping and adherence to safety and regulatory guidelines.
- Present research findings in lab meetings and contribute to scientific publications and internal reports.

Essential Requirements:

- PhD or MD, Postdoctoral Fellowship preferred, with 4+ years’ experience in scientific and technical discipline of relevant field, or BS/MS with 8+ years’ experience in scientific and technical discipline of relevant field.
- Hands-on experience with designing and executing LBA assays
- Demonstrated experience in biomarker assay development, proteomics, genetics, genomics, or related fields within pharma or biotech.
- Demonstrated expertise in assay development, qualification, and implementation for preclinical and/or clinical studies across various animal and human matrices.
- Proven skill in independently developing and executing biochemical and cellular assays for drug discovery.
- Innovative and critical thinking, with a track record of scientific impact and continuous improvement.
- Excellent oral and written communication skills.
- Commitment to scientific rigor, curiosity, and accountability in laboratory research.

Desirable Requirements:

- Experience with multiomics profiling and patient stratification approaches, especially as applied to renal, liver, fibrosis, or exploratory disease areas.
- Familiarity with animal models and ex vivo assays is a plus.
- Hands-on experience with RNA assays and/or LC-MS based biomarker or assay quantification an added plus.
- Knowledge of statistics and computational data analysis is desirable.
- Experience working with CROs or external vendors to support assay development, biomarker studies or analytical deliverables.

The salary for this position is expected to range between $108,500 and $201,500 per year for Principal Scientist I, and $126,000 and $234,000 per year for Principal Scientist II. 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

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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