NOVARTIS

Principal Scientist – Analytics Team Lead

Job ID
REQ-10082679
Oct 04, 2026
LOC_US

About the Role

Internal Job Title: Principal Scientist I/II

Position Location: Cambridge, MA, onsite

The Biologics Research Center (BRC) at Novartis BioMedical Research is looking for a motivated and highly experienced leader in field of Physical Chemistry Analytics (PCA) and Mass Spectrometry (MS) to join BRC's Analytics, Bioanalytics and Formulation unit and help us develop a diverse portfolio of biotherapeutic modalities.

As a Team Lead for the analytics team, you will demonstrate a broad and in-depth knowledge of technologies in PCA and MS to evaluate the developability of various biologics modalities covered by BRC ranging from traditional antibodies to gene therapy viral vector, ensuring quality of material delivered and eventually enabling candidate selection. You will lead a team of up to 5 associates where you will be responsible for a continuously strong culture of team spirit and integrity, as well as providing development opportunities for associates on different levels.

Key responsibilities:

- Drive the analytics (PCA and MS) strategy in Cambridge, working globally in a matrix organization to support a diverse biologics pipeline (e.g. antibodies, fusion proteins, ADCs, bi- and trispecifics, AAVs, Lentiviruses) transitioning into clinical development
- Act as senior analytics expert in project teams ensuring optimal project support and high quality for all deliverables of your group
- Foster streamlined processes and optimal use of capacities as well as continued innovation, incorporating latest technologies and knowledge
- Effectively manage resources, project activities, timelines, maintain a strong customer focus and set respective objectives for your team
- Provide leadership and clear guidance to the team, optimally leveraging the expertise and experience of individuals
- Drive a culture of collaboration, integrity, and team development, and ensure a safe, empowering, and inspiring working environment

Essential Requirements:

- PhD degree or equivalent in biochemistry, biotechnology, chemistry or a related field with 3+ years of related experience in the pharmaceutical industry, with 2+ years of experience as a people manager
- Strong scientific background in analysis of recombinant proteins (mAb, bi/tri-specific mAbs, therapeutic proteins) by techniques such as mass spectrometry, chromatography, capillary electrophoresis, and light scattering technologies
- Implementation and supervision of cutting-edge characterization of PCA techniques for analyzing novel biologics modalities, e.g. multispecific Abs, AAV, ADCs, oligonucleotides, CAR-T's. This entails the evaluation of novel instrumentation and the development of new applications to existing technologies such as dynamic light scattering, chromatography (SEC, HIC, IEX, RPC), MALS, capillary electrophoresis (cIEF, CZE, CE-SDS), and other advanced technologies
- Experience with modern LC-MS techniques (Intact/reduced/subunit RPMS, peptide mapping, released glycans), managing instrumentation (orbitraps, QTOFs) and modern hyphenated MS techniques (SEC-MS, CE-MS). Experience interpreting CDMS results for AAV analysis is beneficial, direct instrument experience not required
- Experience with data analysis workflows and report generation
- Proven ability to lead, coach and develop people

- Distinguished team spirit and scientific drive
- High flexibility combined with excellent organizational and communication skills

Compensation & Benefits:

The salary for this position is expected to range between $108,500 and $201,500 per year for Principal Scientist I, and between $119,700 and $222,300 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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