NOVARTIS

Director, GDC Head of ADC Oncology Chemistry

Job ID
REQ-10084676
Oct 06, 2026
LOC_US

About the Role

Key Responsibilities

- Lead medicinal chemistry strategy for antibody-drug conjugate and vectorized drug conjugate programs across the oncology portfolio.
- Guide project teams toward critical drug discovery milestones, from exploratory research through candidate nomination.
- Build, mentor and develop a high-performing team of medicinal chemists across career levels.
- Partner across biology, biotherapeutics, pharmacokinetics, safety, and process chemistry to advance innovative therapeutic programs.
- Shape portfolio strategy, prioritization and resourcing decisions in alignment with broader oncology goals.
- Identify emerging technologies, external collaborations and scientific opportunities that strengthen the discovery portfolio.
- Foster an innovative, inclusive and collaborative environment while navigating complexity, ambiguity and organizational change.

Essential Requirements

- Doctoral degree in Organic Chemistry, Medicinal Chemistry or a closely related scientific discipline.
- Minimum 12 years of pharmaceutical or biotechnology research and development experience, including significant scientific and people leadership experience.
- Proven success advancing oncology drug discovery programs toward clinical development.
- Deep knowledge and experience with antibody-drug conjugates and other vectorized drug conjugate approaches.
- Broad understanding of drug discovery disciplines, including pharmacokinetics, toxicology and pharmacology.
- Demonstrated ability to lead multidisciplinary teams, influence across functions and translate complex science into strategic decisions.

Desirable Requirements

- Experience with computational chemistry tools and structure-based drug design.
- Deep expertise in synthetic organic chemistry, medicinal chemistry, structure-activity relationships, lead optimization and rational drug design.

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: 185,500.00 - 344,500.00 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.

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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