NOVARTIS

Principal Scientist - Formulation

Job ID
REQ-10082602
Oct 19, 2026
LOC_US

About the Role

Internal Job Title: Principal Scientist I/II

Position Location: Cambridge, MA, onsite

Job description

The Biologics Center at Novartis Biomedical Research (BRC) is seeking a highly motivated leader and experienced scientist in biologics formulation to join the Analytics, Bioanalytic, and Formulation (ABF) unit. In this role, you will contribute to the development of a diverse portfolio of biotherapeutic modalities.

The ABF unit supports the characterization and formulation of therapeutic protein candidates across multiple formats, spanning discovery through transition to development. Our multidisciplinary team brings deep expertise in physicochemical characterization, mass spectrometry, and formulation sciences within a collaborative, global environment.

Role Overview

As a Principal Scientist, you will lead and execute formulation development and characterization strategies for complex biologics—including monoclonal antibodies (mAbs), multispecifics, antibody-drug conjugates (ADCs), and other modalities. You will work closely with a team of more than 10 associates, driving scientific excellence while fostering a culture of collaboration, integrity, and innovation aligned with Novartis values.

You will play a key role in shaping formulation strategies during early-stage development and supporting candidate selection by identifying developability risks. This position offers broad exposure to diverse biologics modalities and opportunities to contribute both experimentally and strategically.

Key responsibilities:

- Design and execute formulation screening strategies for large-molecule therapeutics, with emphasis on mAbs and related biologic modalities
- Lead studies to identify stable formulations and communicate results to cross-functional R&D teams
- Manage team resources, timelines, and deliverables with a strong customer-focused mindset
- Provide leadership, mentorship, and direction to team members as the functional manager
- Promote a safe, inclusive, and collaborative environment while engaging stakeholders across biologics discovery and technical development
- Partner with CMC teams to advance clinical candidates, finalize clinical formulations, and support drug product process development
- Develop stabilization strategies for liquid, frozen, and lyophilized drug product formats for clinical development
- Apply and interpret biophysical and analytical methods, including DSC, DLS, UV-Vis, turbidity, subvisible particle analysis, viscosity, SEC, and HIC
- Work with automation teams to implement high-throughput formulation screening and physicochemical characterization across discovery, optimization, and early development
- Operate analytical instrumentation, analyze data, maintain ELN documentation, and author technical reports
- Contribute to data interpretation, scientific presentations, and cross-functional discussions within the global BRC community

Essential Requirements:

- PhD in biochemistry, biotechnology, chemistry, or a related field with 2+ years of relevant industry experience
- Proven experience leading, coaching, and developing scientific teams
- Hands-on expertise in protein formulations and assessment of biophysical properties of the molecule (e.g., DLS, Viscosity, Thermal and colloidal stability)
- Strong background in developing strategies for formulations for large-molecule therapeutics, with understanding of early-stage development workflows
- Experience designing and executing preformulation studies and interpreting stability-indicating assays (e.g., SEC, CE, charge variants, MS)
- Demonstrated problem-solving skills, scientific curiosity, and ability to work independently
- Excellent communication, organizational, and multitasking skills

Desirable Requirements:

- Knowledge of viral vector-based gene therapy (AAV, LVV) formulation and characterization
- Familiarity with DoE tools (e.g., JMP) for high-throughput experimental design
- Experience working with automated liquid handling systems

Compensation and 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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