NOVARTIS

Senior Principal Scientist/Principal Scientist, Immune Engagers

Job ID
REQ-10090154
Oct 26, 2026
LOC_US

About the Role

Key responsibilities

- Identify and validate tumor-targeting strategies for immune cell engagers and/or multispecific immune modulators.
- Lead biology strategy and execution for multidisciplinary drug-discovery programs, defining goals, critical experiments, decision criteria and differentiated product profiles.
- Serve as project team leader and/or biology lead, integrating antibody engineering, disease biology, translational, pharmacology, safety, biomarker, data science and clinical perspectives.
- Design and interpret mechanistic studies of immune cell activation, anti-tumor activity, target biology, selectivity, resistance and safety-relevant biology.
- Present evidence-based recommendations, risks and development plans at governance reviews.
- Supervise and develop scientists while building productive internal and external collaborations.
- Contribute to immune-engager strategy, target and indication prioritization, and next-generation modality innovation.

Minimum requirements

- PhD in cancer biology, immunology or a related discipline with 5+ years of relevant research and/or industry experience; or MS with 10+ years of relevant industry experience.
- Strong expertise in cancer biology and/or immunology (especially T cell and/or myeloid cell biology).
- Expertise in tumor immunology, especially T cell mediated anti-tumor activity, tumor-associated myeloid cell biology and immune suppression in the tumor microenvironment (TME).
- Proficient in immune-cell functional assays and complex immunophenotyping analysis, including integrated in vitro and ex vivo assays as well as multiparameter flow cytometry.
- Experience in antibody, multispecific biologic and/or immune-engager discovery within cross-functional teams.
- Ability to formulate hypotheses, design rigorous experiments, interpret complex data and translate findings into project decisions, evidenced by a strong track record of research publications.
- Excellent communication, presentation, analytical and collaboration skills.
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Highly desirable, especially for Senior Principal Scientist

- Strong track record in T-cell engager or myeloid cell-engager discovery, with leadership from target validation through IND-enabling or early clinical activities.
- Demonstrated success as a project team leader, aligning multidisciplinary stakeholders and driving decisions through scientific and organizational complexity.
- End-to-end program perspective connecting indication biology, modality design, translational strategy, differentiation and development path.
- Innovation in next-generation immune engagers or multispecific concepts, such as dual-targeting, logic-gated or TME-dependent approaches, and associated discovery workflows.
- Experience in mentoring junior project leaders and a broader scientific reputation demonstrated through publications, patents, presentations or collaborations.

Novartis Compensation and Benefit Summary:

Role Leveling (Dual Posting)

This is a dual posting. The final level and title will be determined by the hiring team based on skills, experience, and capabilities.

The salary for this position is expected to range between:

Principal Scientist II: $126,000 - $234,000 per year.

Senior Principal Scientist: $132,300 - $245,700 per year

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.

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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Senior Principal Scientist/Principal Scientist, Immune Engagers

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