NOVARTIS

Associate Director, High-Throughput Biology and Automation

Job ID
REQ-10091044
Nov 02, 2026
LOC_US

About the Role

Key Responsibilities

- Define and execute Oncology's high-throughput biology, biochemistry, and automation strategy, translating portfolio questions into fit-for-purpose experimental, automation, and data solutions.
- Lead a team accountable for designing, executing, and delivering high-throughput profiling workflows that generate robust, decision-enabling data for the Oncology portfolio.
- Shape and scale profiling platforms spanning biochemical, cellular, phenotypic, mechanistic, imaging, and multimodal readouts to meet evolving Oncology portfolio needs.
- Lead automation strategy across liquid handling, robotics, automated cell culture and banking, workflow miniaturization, platform integration, and device lifecycle planning.
- Proactively define future capability needs across assays, technologies, and infrastructure to guide platform evolution and strategic investment decisions.
- Define and implement data strategies that ensure high-throughput biology datasets are high-quality, well-annotated, FAIR, integrated, and actionable for portfolio decision-making.
- Lead cross-functional alignment with internal and external stakeholders to ensure HTB capabilities are integrated with Oncology portfolio strategy.
- Lead, develop, and empower a high-performing multidisciplinary team of engineers, cell biologists, and automation scientists, fostering scientific excellence, accountability, inclusion, and continuous improvement.

Essential Requirements

- PhD in a relevant scientific or technical field, or master's degree with substantial relevant industry experience.
- At least 10 years of experience in biotech, biopharma, pharmaceutical research, or a related scientific environment.
- Track record defining high-throughput biology, automation, and platform strategy.
- Deep expertise in profiling, assay development, miniaturization, optimization, validation, and decision-enabling data generation.
- Experience with biochemical, cellular, phenotypic, functional, mechanistic, imaging, and sequencing-based readouts.
- Strong experience designing, implementing, and scaling laboratory automation and automated workflows.
- Strong data expertise across experimental design, QC, analysis, data standards, metadata, laboratory data systems, and informatics partnerships.
- Demonstrated people leadership, Oncology drug discovery expertise, and success working across cross-functional and external partner environments.

Desirable Requirement

- Experience with in vivo-supporting workflows, single-cell technologies, multimodal omics, or cloud-based data platforms.

What We Offer

- The opportunity to lead a high-impact High-Throughput Biology and Automation function supporting Oncology discovery.
- Access to cutting-edge technologies and collaboration with scientific, automation, data, and translational experts.
- The opportunity to shape platform strategy, data workflows, automation capabilities, and the development of a scientific team.
- An environment focused on scientific innovation, inclusion, operational excellence, and professional growth.

The salary for this position is expected to range between $145,600 and $270,400 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.

To learn more about the culture, rewards and benefits we offer our people click here.

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

Accessibility and reasonable accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or in order to perform the essential functions of a position, please send an e-mail to tas.nacomms@novartis.com call +1 (877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition

number in your message.

https://www.novartis.com/careers/careers-research/notice-all-applicants-us-job-openings

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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