NOVARTIS

Principal Scientist, Early Pipeline Development

Job ID
REQ-10091804
Nov 04, 2026
LOC_US

About the Role

Internal Job Title: Principal Scientist I/II

Position Location: Onsite, San Diego, CA

Key Responsibilities:

- Lead and manage a 3-5 person downstream process team and provide technical support, training, and SME knowledge to assist with the professional development of direct reports.
- Coordinate activities with associates across upstream process and analytical teams.
- Develop strategies in collaboration with Disease Areas and partner with various line functions to support early drug discovery from target selection and validation through lead compound selection and developability assessment.
- Serve as a subject matter expert to transfer manufacturing process knowledge to Technical Research & Development team and advance pipeline programs into clinical phases.
- Lead effort and work collaboratively with Technical Research & Development to develop innovative and cost-effective downstream processes for next-generation AAV.
- Manage multiple project workflow to ensure timely delivery.
- Prepare written reports conforming to defined documentation practices including electronic lab notebook.
- Other related duties as assigned.

Essential Requirements:

- PhD in bioprocessing, biochemical engineering, gene therapy or a related field with 3+ years of relevant process development experience in biotechnology/ pharmaceutical environment.
- Experience in people management
- Knowledge of downstream purification processes including affinity and ion-exchange chromatography with hands on experience with AKTA purification systems.
- Technical proficiency, creativity, and independent thoughts
- Effective communication skills to convey scientific concepts to research scientists and cross-functional collaborators.
- Strong organization and problem-solving skills with attention to details.
- Ability to work in a fast-paced and matrix environment.

Desired Requirements:

- Experiences in AAV gene therapy
- Experience with viral gene therapy

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
San Diego
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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