

Senior Scientist, Assay Development & Screening

Job ID

REQ-10074555

Mar 25, 2026

LOC_US

About the Role

Internal Job Title: Senior Scientist I/Senior Scientist II

Position Location: onsite, La Jolla, CA #LI-onsite

We are seeking a highly motivated and experienced Senior Research Scientist to join our dynamic team in La Jolla, CA. The ideal candidate will work on-site full time and bring deep expertise in assay development and high-throughput screening, with experience in automated screening. If you have a passion for advancing scientific discovery and thrive in a fast-paced, collaborative and cross-disciplinary environment, we encourage you to apply.

Key Responsibilities:

- Execute routine assays on a weekly basis for defining structure-activity relationships.
- Design, develop, and optimize biochemical and cell-based assays tailored for screening in high-density formats.
- Implement and manage automation solutions to enhance assay throughput and data quality.
- Collaborate with cross-functional teams to integrate new technologies and workflows into ongoing research projects.
- Analyze, interpret, and present scientific data to internal and external stakeholders.
- Maintain detailed laboratory records, contribute to the preparation of research reports and publications, and represent the team through internal presentations.

Essential Requirements:

- BS or MS (preferred) degree in a relevant scientific discipline (e.g., Biochemistry, Molecular Biology, Cell Biology, Oncology, Neurosciences, or a related field), with 4+ years industry experience in assay development and high-throughput screening.
- Ability to manage multiple projects independently and adapt to evolving research priorities.
- Demonstrated proficiency in validating and troubleshooting biochemical and cell-based assays.
- Strong analytical, troubleshooting, and problem-solving skills.
- Excellent communication and teamwork abilities.

Desirable Requirements:

- Experience and initiative to integrate novel or emerging technologies into screening workflows.
- Familiarity with data analysis software and electronic laboratory management systems.
- Hands-on experience with laboratory automation platforms and liquid handling systems.
- Experience with biophysical assays or label-free target engagement approaches.

The salary for this position is expected to range between \$93,800 and \$174,200 per year for Senior Scientist I, and \$98,700 and \$183,300 for Senior 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

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: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

Division

DIV_RE

Business Unit

Research

Location

LOC_US

Site

LaJolla/SD

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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