

# Senior Automation Engineer, High-Throughput Screening

Job ID

REQ-10074404

Mar 31, 2026

LOC\_US

## About the Role

Internal Job Title: Senior Automation Engineer

Position Location: onsite, San Diego, CA. Given the hands-on nature of the work and close collaboration with lab teams, this role is on-site in San Diego and not open to remote or hybrid arrangements. Regular physical presence in the lab is an essential requirement. #LI-onsite

Key Responsibilities:

- Operate, support, and maintain high-throughput screening systems for small-molecule discovery
- Ensure reliable execution of automated workflows, including system setup, calibration, and troubleshooting
- Partner with biologists and assay scientists to support screening campaigns and evolving experimental needs
- Diagnose workflow issues, interpret system performance data, and communicate findings to technical stakeholders
- Contribute to the design and improvement of chemistry-adjacent and lab-in-the-loop workflows
- Support integration between automation systems, data infrastructure, and AI/ML tools
- Develop and maintain automation scripts using Python or similar languages

Essential Requirements:

- Bachelor's degree in Chemical Engineering, Chemistry, Engineering, or related discipline, or equivalent experience
- 5+ years of relevant experience
- Hands-on experience with laboratory automation and automated experimental systems, ideally in a screening environment
- Proficiency in Python or similar programming languages
- Experience with system scheduling software, scripting, and basic database concepts
- Strong troubleshooting skills and comfort operating complex, integrated systems
- Excellent written and verbal communication skills

Highly Desirable Skills:

- Experience with chemistry-enabling or automated synthesis workflows
- Familiarity with liquid handling, acoustic transfer, analytical integration, and microplate-based systems
- Exposure to lab-in-the-loop or closed-loop experimentation
- Experience interfacing automation systems with data pipelines or AI/ML tools

The salary for this position is expected to range between \$93,800 and \$174,200 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](#).

## 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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