

# Senior Scientist, Compound Hub Operator, Compound Management

Job ID

REQ-10075989

Apr 17, 2026

LOC\_US

## About the Role

Internal job title: Senior Scientist II

Position Location: Cambridge, MA, onsite #LI-onsite

2m+ is the number of compound samples managed by the global Discovery Sciences (DSc) compound management (CM) group, enabling 5000+ scientists and 200+ research projects on behalf of Novartis BioMedical Research (BR). Operational excellence and a collaborative mindset are part of our DNA as process, technology, and drug discovery experts.

We are seeking a highly motivated, detail-oriented and experienced compound logistics expert to join our CM group in our research headquarters, Cambridge, MA, US. You and your lab colleagues will accelerate drug discovery by producing high quality compound stocks in various formats, implementing new capabilities in the Compound Hub (CPH) and working closely with your colleagues in global DSc CM (Cambridge USA and Basel Switzerland).

Key responsibilities:

- Running the Compound Hub operations (CPH) in Cambridge (500 compound orders per workday)
- Working closely with a large community of compound requestors, recipients and CROs
- Coordinating CPH operations with compound management colleagues at other sites
- Validate new compound handling systems (dissolution, aliquoting, sorting...) and processes in close collaboration with the CM automation engineering teams.
- Execute the Compound Hub process from weighing to distribution.
- Develop, document and maintain SOPs for process and quality control.
- Proactively identify and implement improvements to enhance system performance and reliability.
- Track key performance indicators to assess the effect of enhancements and new automation on project timelines.
- Present compound management activities and study results in cross-functional meetings.
- Lead and develop a team of three contractors.

Essential Requirements:

- BS or MS in Chemistry, Biochemistry, Engineering, or related field, with 6+ years' relevant experience
- Strong expertise in compound logistics processes and automation
- Proven experience in compound management in a LMW drug discovery organization
- High attention to detail and commitment to operational excellence
- Strong organizational and time-management skills.
- Ability to work independently and collaboratively within multidisciplinary global teams.
- Flexibility and responsiveness to shifting priorities.
- Excellent written, verbal, and interpersonal communication skills.

The salary for this position is expected to range between \$98,700 and \$183,300 USD Annual 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

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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