

# Senior Automation Engineer, High-Throughput Screening

Job ID

REQ-10078226

May 27, 2026

LOC\_US

## About the Role

Internal job title: Senior Automation Engineer I/II

Location: San Diego, USA, onsite #LI-Onsite

The high-throughput biology group in Novartis San Diego is seeking a technologically oriented Senior Automation Engineer to join our Advanced Automation Technologies group. The primary responsibility of this position is the setup, operation, and maintenance of cutting-edge high-throughput screening systems. The Senior Automation Engineer will collaborate closely with engineers and biologists to develop new automation workflows and platforms. The ideal candidate for this role possesses self-motivation, exceptional communication, organizational, and time management skills, works well independently and within diverse teams, and demonstrates keen attention to detail. Proficiency in laboratory automation, computers, and programming is crucial for success in this position.

Key responsibilities:

- Set up, operate, and maintain high-throughput screening systems.
- Collaborate with engineers and biologists to develop new automation workflows and platforms.
- Troubleshoot automated workflows effectively, interpret data, and communicate findings to technical personnel.
- Utilize Python or similar programming language for automation tasks.
- Provide support and guidance to technical personnel regarding automation equipment and systems.
- Keep abreast of the latest developments and advancements in the automation field.

Essential Requirements:

- Bachelor's degree in Engineering or related discipline, and 4+ years of relevant experience working with laboratory automation equipment and automated systems for screening, compound handling, automated chemistry, or related applications. Recent PhD's with relevant experience will also be considered.
- Basic understanding of system scheduling software, databases, and script programming.
- Proficient understanding and in-depth knowledge of Python or similar programming language.
- Strong troubleshooting skills for automated workflows.
- Ability to effectively communicate complex concepts and findings to technical personnel.
- Excellent written and verbal communication skills.

Desirable Requirements:

- Experience with lab-in-the-loop or closed-loop systems
- Chemistry automation expertise
- Experience collaborating with engineers and scientists to develop new automation platforms

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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