

# Principal Scientist I / II – Translational Immuno-Oncology Research (OTR)

Job ID

REQ-10079530

Jun 04, 2026

LOC\_US

## About the Role

### Key Responsibilities

- Serve as the translational research lead for oncology programs. Lead the design and development of translational research strategy on clinical trials utilizing pharmacodynamic and target engagement assays to elucidate drug mechanisms of action, response and resistance.
- Conduct laboratory experiments and analyze data to support translational research, utilizing a range of in vitro oncology and cancer immunology models and assays with emphasis on patient-derived material to derive clinically translatable insights.
- Coordinate with project teams and contract laboratories on the planning, execution, and monitoring of molecular and cellular studies.
- Collaborate effectively with cross-functional teams and external partners (CROs, academic institutions) to deliver high-quality biomarker data for clinical trials.
- Contribute to translational strategies, sample collection protocols, and documentation for early-phase studies.
- Communicate experimental findings and provide scientific insights to project teams and stakeholders.
- Offer proactive guidance on integrating biomarkers into clinical designs to facilitate early assessment of emerging drug profiles, including input regarding tumor types and their potential impact on internal decision-making.
- Oversee the advancement of validated biomarkers towards diagnostic assay development, as required.
- Participate in strategic review processes and contribute to presentations, publications, and internal/external communications in coordination with program leadership and governance forums.
- Develop solutions and recommendations for senior management, including identification and mitigation of risks.
- Share expertise, experience, lessons learned, and knowledge with translational and other scientific colleagues throughout the organization.

### Essential Requirements

- This is a dual posting. The final level of the offered role will be determined by the hiring team based on the skills, experience, and capabilities required to perform the role at the offered level.
  - Principal Scientist I: 3+ year of postdoctoral training
  - Principal Scientist II: Completed post-doctoral training plus 3+ years of industry experience
- PhD in oncology, immunology, cell biology, biochemistry, molecular biology or a related discipline
- Strong scientific acumen and in-depth mechanistic understanding of cancer biology and the tumor immune microenvironment. Strong quantitative skills and advanced hands-on experience with multiparameter/spectral flow cytometry, including panel design, sample preparation, acquisition, and analysis of large complex data sets.
- Demonstrated ability to collaborate productively with internal stakeholders and/or external partners (including CROs and specialty laboratories).
- Exceptional communication, organizational, and teamwork skills, with a proactive and collaborative approach.
- Committed to continuous learning, professional growth, and accepting increased responsibility in a dynamic environment.
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### Desirable Qualifications

- Familiarity with designing, executing, and analyzing translational biomarker assays and data using various technologies (e.g., genomics, immunohistochemistry, flow cytometry, immunoassays) and sample types within clinical studies.
- Well-versed in the drug development process and experienced in collaborating with clinical teams.
- Demonstrated experience in T/B cell, myeloid biology, including primary cell culture and immune cell assays with complex co-cultures with patient-derived material.
- Proficiency in IncuCyte-based assays or comparable real-time cytotoxicity platforms.

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$114,100.00 - 211,900.00 USD Annual 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.

## 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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