

Senior Principal Scientist / Associate Director Translational Oncology

Job ID

REQ-10081057

Jun 15, 2026

LOC_CH

About the Role

Key Responsibilities

- Define and drive translational research strategies grounded in deep expertise in cancer biology, molecular signaling, and biomarker science
- Translate complex biological insights into actionable therapeutic hypotheses and clinical development strategies
- Lead oncology programs from early discovery through clinical translation, ensuring scientific rigor and strategic alignment
- Oversee mechanism-of-action studies, combination strategies, and biomarker development
- Act as a key integrator across drug discovery, translational, bioinformatics, and clinical teams
- Influence decision-making and align cross-functional stakeholders within a global, matrixed organization
- Partner with computational and data science teams to integrate genomic, molecular, and translational datasets into program strategy
- Ensure robust interpretation of data into clear scientific and clinical insights
- Lead and mentor multidisciplinary teams, fostering a culture of scientific excellence, accountability, and collaboration
- Communicate scientific strategies and findings effectively to senior leadership, governance bodies, and external partners
- Contribute to external scientific visibility through publications, conferences, and collaborations

Essential Requirements

- PhD in Molecular Biology, Cancer Biology, Cell Biology, Biochemistry, Genetics, or a related scientific discipline.
- Completed postdoctoral plus at least 4+ years of biotechnology, pharmaceutical, academic translational research experience (see leveling below)
- Demonstrated leadership experience in oncology research and translational therapeutic development
- Proven track record of leading multidisciplinary scientific programs in matrixed organizations
- Strong scientific communication, leadership, collaboration, and mentoring capabilities
- Established record of scientific innovation, publications, and translational impact
- High level of scientific curiosity, agility, and a positive, solution-oriented mindset

Role Leveling (Dual Posting)

Final level will be determined by the hiring team based on skills, experience, and business needs.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together — and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: CHF 122,500 to CHF 227,500

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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_CH

Site

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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