

Human Genetics Laboratory Leader

Job ID

REQ-10082300

Jul 06, 2026

LOC_US

About the Role

Internal Job Title: Senior Principal Scientist or Associate Director

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

Key responsibilities:

- Lead and develop a high-performing team of 2-3 wet lab scientists, establishing state-of-the-art experimental capabilities to functionally characterize human genetic variation
- Manage resources, priorities, and execution across multiple projects, ensuring high-quality data generation, interpretation, and delivery aligned with strategic goals
- Apply genetics expertise to enable recall-by-genotype strategies, including participant identification from biobank resources and design of deep phenotyping protocols
- Serve as senior scientific leader to evolve the genotype-to-phenotype research strategy, translating rare variants into biological hypotheses and target investment decisions
- Represent genetics expertise in cross-functional teams and governance boards, contributing to portfolio prioritization alongside computational biology and disease area experts
- Build and maintain strong internal and external partnerships, communicating scientific insights effectively to diverse audiences

Essential Requirements:

- PhD with 8+ years of post-graduate experience in genetics, with a focus on rare variants and/or genotype-to-phenotype translation
- Strong background in experimental biology, including cellular models and gene perturbation technologies relevant to variant characterization
- Extensive experience connecting clinical and/or biobank genetic data to biological mechanisms and therapeutic hypotheses across disease indications
- Proven people leadership skills, including mentoring and developing scientists, with the ability to influence cross-functional teams in a matrix environment
- Curiosity for emerging technologies and methods, including AI-based approaches for variant interpretation and prioritization
- Exceptional collaboration, communication, and problem-solving skills, with a strong track record of scientific innovation

Desirable Requirements:

- Hands-on experience in designing and executing recall-by-genotype studies
- Target and/or drug discovery experience in an industry setting

The salary for this position is expected to range between \$138,600 and \$257,400 USD annually for Senior Principal Scientist, and \$152,600 and \$283,400 USD annually for Associate Director. 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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