

Principal Scientist - Mid/Large Scale Oligonucleotide Synthesis, xRNA Therapeutics

Job ID

REQ-10084190

Jul 28, 2026

LOC_CH

About the Role

Key Responsibilities

- Plan and execute medium- and large-scale solid-phase synthesis, purification, and analysis of chemically modified oligonucleotides (siRNAs, ASOs, and other emerging synthetic modalities) and conjugates to support our xRNA therapeutics portfolio.
- Mentor and lead a team of scientists specialized in oligonucleotide synthesis, purification, analysis, and conjugation at millimole scale.
- Collaborate with global discovery, development, and project teams to advance novel oligonucleotide chemistries and facilitate their successful transition from research into development.
- Identify and implement innovative technologies, workflows, and manufacturing approaches to enhance operational excellence, production capabilities, and turnaround times of siRNA, ASO and other oligonucleotide modalities supporting in vivo and preclinical studies.
- Communicate scientific findings and project updates effectively to internal and external stakeholders through presentations, technical reports, and patent applications.
- Maintain high-quality scientific documentation, including electronic laboratory notebooks (ELNs), experimental protocols, technical reports, and project summaries.
- Foster a culture of scientific excellence, collaboration, continuous learning, and solution-oriented problem solving.

Qualifications and Requirements:

- Ph.D. in Chemistry or related disciplines with a strong focus on oligonucleotide chemistry and synthesis.
- Minimum 2–3 years of industry experience and proven expertise in mid- large-scale oligonucleotide solid phase synthesis, purification, analysis, conjugation, and other related processes.
- Extensive experience operating and maintenance of AKTA Oligopilot/Oligosynt systems and AKTA Avant purification platforms, with strong proficiency in Unicorn software.
- Strong hands-on experience with process development, method optimization and scale-up strategies of oligonucleotides.
- Demonstrated leadership experience, including mentoring, and team management.
- Strong communication skills and ability to work effectively in a matrixed cross-functional global teams' environment.

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: 93,800.00 - 174,200.00 CHF Annual

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 paragraph

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

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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 \(PDF 30 MB\)](#)

Primary location salary range
CHF93,800.00 - CHF174,200.00
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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