

# Principal Scientist, Medicinal Chemistry

Job ID  
REQ-10041288  
Mar 12, 2025  
USA

## Summary

Global Discovery Chemistry, working across five disease areas in Novartis BioMedical Research, is seeking a highly talented and motivated medicinal chemist to join our department in Cambridge, MA. Here, we value your ideas, personal growth, and career aspirations. You will be surrounded by and learn from curious colleagues across multiple disciplines. You will have opportunities to explore the power of cutting-edge science and technology and will be empowered to take smart risks and to use your creativity and resourcefulness to tackle the world's toughest medical challenges. We are looking for individuals with cross-disciplinary knowledge and scientific leadership skills. Successful candidates will be dynamic and curious lab-based scientists with high learning agility.

## About the Role

**Internal Job Title:** Principal Scientist I

**Position Location:** Cambridge, MA, onsite

## Job Description

Global Discovery Chemistry, working across five disease areas in Novartis BioMedical Research, is seeking a highly talented and motivated medicinal chemist to join our department in Cambridge, MA. Here, we value your ideas, personal growth, and career aspirations. You will be surrounded by and learn from curious colleagues across multiple disciplines. You will have opportunities to explore the power of cutting-edge science and technology and will be empowered to take smart risks and to use your creativity and resourcefulness to tackle the world's toughest medical challenges. We are looking for individuals with cross-disciplinary knowledge and scientific leadership skills. Successful candidates will be dynamic and curious lab-based scientists with high learning agility.

## Your key responsibilities:

- Contribute chemistry expertise at all stages of a project, from inception, early project validation, optimization, candidate selection, and through to early development
- Apply experience and innovative methods to solve challenges in compound synthesis and diversification; advise other chemists locally and globally on matters of organic chemistry
- Work closely with other experts in multi-disciplinary teams to analyze complex data, identify key drug discovery issues, propose creative solutions, and execute on medicinal chemistry designs that guide teams to success and decision points
- Develop leadership skills to help drive project strategy and provide insightful guidance to tackle medicinal chemistry problems

**Essential requirements:**

- PhD in organic chemistry with 0-3 years of industrial experience; BS or MS with >15 years' experience
- A record of scientific achievement from the lab exemplified by peer-reviewed publications, conference presentations, and/or patent inventorship
- Strong laboratory presence and experience mentoring scientists
- Efficient time management skills, demonstrated by successful multi-tasking between driving projects from the bench, experimental design and data analysis
- Outstanding communication skills
- Demonstrated problem-solving skills, natural curiosity and desire for learning and growth

**Desirable skills:**

- Familiarity with machine learning and/or AI tools and technologies
- Experience with different drug modalities, such as peptides

**Why Novartis:** Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

**You'll receive:** You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook: <https://www.novartis.com/careers/benefits-rewards>

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$103,600 to \$192,400/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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**Benefits and Rewards:** Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

Biomedical Research

Business Unit

Pharma Research

Location

USA

State

Massachusetts

Site

Cambridge (USA)

Company / Legal Entity

U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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