

# Director Biotherapeutics

Job ID  
REQ-10038839  
Feb 05, 2025  
USA

## Summary

Location: Onsite. Cambridge, MA.  
#LI-Onsite

### About the role:

We are seeking a PhD and/or MD professional who is a scientific leader in the field of biologics drug discovery especially antibody drug conjugates (ADC). The individual will lead a scientific team within Oncology Drug Discovery (ODD) organization to progress innovative biotherapeutics programs with a focus on antibody drug conjugates. The Director of Biotherapeutics will report to the Head, Oncology Drug Discover, Cambridge (ODD CAM) and will be a member of the ODD Leadership Team.

## About the Role

### Key Responsibilities:

- Lead the biologics drug conjugates activities for the ODD CAM Site.
- In partnership with other oncology and Novartis Biomedical Research functional leaders, this individual will also lead and drive new areas of scientific investment in biologics drug conjugates including novel targets, tumor targeting modalities, linker payloads as well as external collaborations and partnerships.
- Play a crucial role in working with the Business Development and Licensing (BD&L) group by driving external opportunities that enable us to deliver on our strategy and help with prioritization and decision making on such opportunities.
- As a member of ODD CAM Leadership Team, this individual will contribute to the overall scientific and discovery strategy for the ODD CAM site in close collaboration with functional leaders such as in vivo pharmacology, data science, protein sciences, medicinal chemistry and translational oncology to ensure that we are delivering on our strategy, taking data driven go/no go decisions, resourcing and prioritizing programs accordingly.
- By applying innovative and interdisciplinary thinking toward the development of novel tumor targeting drug conjugates to treat cancer, the Director of Biotherapeutics will be working closely with the global oncology team in crafting an innovative and competitive portfolio for biologics drug conjugates either with antibody or small format biologics.
- Be impactful in the global network externally as well as within and beyond the Novartis Biomedical Research Oncology Disease Area, by ensuring effective alignment with the appropriate experts in the Novartis matrix organization to drive discovery programs efficiently and successfully.

### Essential Requirements:

- This position will be located at the Cambridge, MA site and will not have the ability to be located remotely.

This position will require 5% travel as defined by the business (domestic and/ or international).

- Ph.D. or MD/Ph.D in Life Sciences, Chemistry, Chemical Biology or related field.
- Minimum 12 years of biotherapeutics drug discovery and development experience in the pharmaceutical or biotech industry.
- Strong track record in Oncology drug discovery and early development, in advancing biotherapeutics from idea through IND and in building strong partnership with key functional area leaders.
- In-depth knowledge / background in Oncology and biotherapeutics (especially antibody drug conjugates) drug development
- Inherent curiosity to explore innovative approaches to treating cancer along with a strong publication track record and being recognized as an expert within the field of oncology or biotherapeutics drug discovery.
- Consistent experience in leading direct reports with a track record developing talents and building teams.
- Strong leadership presence with the ability to present and interact with senior management

#### **Desirable Requirements:**

- Prior experience leading a team responsible for multiple high impact projects.

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**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between: \$185,500 and \$344,500 / 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.

**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>

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Division

Biomedical Research

Business Unit

Universal Hierarchy Node

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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