

# Associate Director Physics Team Leader and Process Automation

Job ID  
REQ-10062691  
apr 03, 2026  
CLIA

## Сводка

#LI-Hybrid

Internal job title: Associate Director Physics & Process Automation Team Leader

Location: This position will be located in Watertown, MA and will not have the ability to be located remotely. This position will require 20% travel as defined by the business

We are looking for experience in physical irradiation technologies and related process automation technologies, with an emphasis on isotope production technologies. Our Unit is driving successful execution of a wide range of isotope-related projects. This starts with early strategic and operational discussions on isotope production technologies, assembly of internal teams and execution of desired strategy, up to technical leadership of early process development and the developability assessment of chosen isotope irradiation technologies. You will be reporting to the Head of the Global Isotope Development Unit.

You will be leading a Process automation and Physics Development Team consisting of experts from different scientific areas who act as members of radio-isotope development project teams by optimally setting up people, assets, equipment to best serve project needs according to priority, and ensure timely delivery of high-quality products and solutions.

## About the Role

### Key responsibilities:

- Be part of the IDU Leadership team
- Work collaboratively with cross-functional and multidisciplinary teams, spanning multiple NVS global sites develop efficient radio-chemical separation techniques
- Co-lead projects with project lead; formulate and execute on project strategy, manage interfaces with project leads, including timelines, priority, board presentations.
- Build and lead internal Radiochemical team of experimental scientists and project leads. Seek technical and operational input from key stakeholders to build the project execution plan.
- Lead internal project meetings. Collect and interprets data to advance project, adapts strategy, and addresses the right scientific questions. Ensure team discussions and decisions are summarized in minutes. Ensure that key milestones and go / no go criteria are data driven and clearly defined. Own quality of project information and make sure project information is accurate and included in the system(s) in a timely matter.
- Guide projects with respect to isotope approaches and technologies and leads corresponding efforts. Lead developability assessment, manufacturing line development and early process development. Track and oversee projects by maintaining an overview of the project goals, activities and commitments, and timelines of project teams, in line with strategic priorities. Manage and optimize project plans and resource assignments with the aim to manage/mitigate risks.
- Align with RLT LT project strategy and resourcing. Regular project/portfolio updates to IDU LT.
- Manage and communicate project status, issues, and options for resolution to ensure optimal and timely information flow to all stakeholders (NTO and TRD).
- Foster effective, proactive and open communication within and across project teams, build trust among team members to achieve transparency and clarity of program goals, progress and issues. Mentor less experienced team members.
- Contribute to vendor/CRO evaluations, coordination of outsourcing requests, budget monitoring and communication, evaluation of external collaborations and due diligence.
- Ensure best practices, knowledge exchange and continuous mentoring and training of our team members.

### Essential Requirements:

- A minimum of a Bachelors degree is required. Master's or PhD is preferred
- At least 5 years of relevant experience in radiopharmaceuticals or related fields, with a strong focus on process automation and physics; academic experience will also be considered
- Strong background in Radiochemistry and radio-isotope production technologies including irradiation technologies and accelerators
- Previous track record of success in leadership position, working with international and multidisciplinary development teams
- Ambitious, yet highly collaborative and fully committed to team's and project success.
- Result- and quality oriented. Able to deal with conflicting interests and willing to make compromises to ensure project progress.
- Excellent project management skills, organizational and team management skills, interpersonal communication, strong verbal and written communication.
- Creativity with demonstrated critical thinking and problem-solving skills, ability to pay attention to detail but also see a bigger picture.
- Comfortable with ambiguity and change, eager and fast learner willing to adopt new tools and processes.
- Ability to operate in a fast-paced dynamic environment and effectively process multiple avenues of communication and requests in parallel

The salary for this position is expected to range between \$145,600.00 - \$270,400.00 USD Annual per year.

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](#).

**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?

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

**EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

**Accessibility & Reasonable Accommodations**

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.

Дивизион

Development

Business Unit

Development

Место

США

Состояние

Massachusetts

Сайт

Watertown (Massachusetts)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

Job ID

REQ-10062691

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