

Director Pathology

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США
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Сводка

#LI-Hybrid
Internal Title: Director
Location: San Diego, CA

We are looking for an accomplished toxicologic pathologist and inspiring people leader to define the future of pathology, investigative pathology, and biodistribution at our San Diego site. In this highly visible role, you will build capabilities that turn complex tissue and molecular data into clear, decisive narratives—shaping program strategy, elevating scientific standards, and enabling the next wave of transformative medicines.

You will operate at the intersection of biology, technology, and decision-making—pioneering modern approaches (IHC/ISH, digital and spatial pathology, and integrated -omics) and translating insight into action with speed, rigor, and credibility.

About the Role

Key Responsibilities:

- Build and inspire multidisciplinary teams across pathology, investigative/molecular pathology, and biodistribution—creating a culture of scientific excellence, collaboration, and talent growth.
- Establish next-generation scientific standards for non-GLP/GLP execution, reporting, and data integrity—ensuring consistent, decision-grade outputs that are inspection-ready.
- Serve as the site scientific authority for pathology and biodistribution: anticipate and define target-organ liabilities, build pathogenesis/MoA narratives, and translate uncertainty into clear, risk-based recommendations.
- Architect the investigative pathology strategy (IHC, ISH/RNAscope, digital and spatial pathology, and -omics) that connects tissue biology to target engagement, safety signals, and translational relevance.
- Shape portfolio decisions through governance and matrix leadership—bringing crisp, evidence-based storytelling that guides go/no-go decisions, mitigation strategies, and development plans.
- Lead innovation—accelerating insight generation and setting a vision for how pathology enables modern drug development.

Essential Requirements:

- DVM/MD (or equivalent) with formal pathology training and 15+ years in toxicologic pathology; or PhD and/or board certification (e.g., DACVP or equivalent) with 10+ years in toxicologic pathology.
- Demonstrated people leadership (coaching, talent development, performance management, and team building).
- Strong interpretive capability across toxicologic pathology, molecular pathology, and biodistribution, with a track record of translating findings into high-quality reports and regulatory documentation.
- Scientific credibility demonstrated through publications and/or presentations.
- Pharmaceutical/biotech industry experience across discovery through development (early phase to registration).

Desirable Requirements:

- Deep expertise in investigative pathology design and interpretation (IHC, ISH/RNAscope, digital pathology, spatial profiling).
- Ability to synthesize complex molecular datasets (RNA-seq, proteomics, spatial transcriptomics) in the context of tissue biology and pathology.
- Strong cross-functional influence and comfort operating in governance forums and matrixed teams.
- Commitment to scientific rigor, clear data storytelling, and continuous improvement.

The salary for this position is expected to range between: \$204,400-\$379,600/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?
<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.

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