

Scientist I

Amplify your impact

Who We Are: A Mission Driven Company??

Novavax has a rich history of innovation to help eradicate disease, prevent serious illness and save lives. But there is still work to be done. Our people are passionate about the mission and vision that guide our work.??

This position will play an important role in the Translational Medicine team and will contribute to the development and execution of biomarker strategies that bridge preclinical research and clinical application. This individual will support the integration of laboratory and clinical data to enable informed decision-making during drug development, with a focus on precision medicine and patient stratification.

Responsibilities include but are not limited to:

- Collaborate with cross-functional teams (e.g., Clinical Development, Biomarker Discovery, Bioinformatics, Regulatory Affairs) to design and implement translational research strategies.
- Support biomarker discovery and validation studies using clinical and preclinical samples.
- Develop and optimize new assays to interrogate biomarkers in an in vitro immunological setting to support preclinical and clinical studies with minimal supervision.
- Use molecular and classical immunology/infectious disease techniques to generate critical reagents for assay development, such as recombinant protein/virus and establishing reporter systems.
- Analyze and interpret complex biological data from omics technologies (e.g., genomics, transcriptomics, proteomics).
- Expertise in flow cytometry and ELISPOT -based assays to measure cell-mediated immunity.
- Assist in the development of biomarker-related clinical trial protocols and study documents (e.g., lab manuals, sample collection plans).
- Familiarity with assay qualifications and validation procedures is preferred.
- Contribute to the preparation of regulatory submissions (e.g., IND, CTA) and scientific publications.
- Stay current with relevant scientific literature and emerging technologies in translational research and biomarker development.

Minimum Requirements:

- Ph.D. in Immunology, Molecular Biology, Oncology, Pharmacology, or a related field with a minimum of 3 years of relevant postdoctoral or industry experience.

Technical Skills:

- Hands-on experience with molecular and cellular biology techniques.
- Familiarity with data analysis tools (e.g., Flowjo, Prism) and bioinformatics platforms is a plus.
- Experience working with clinical trial samples or clinical data preferred.

Soft Skills:

- Strong analytical and problem-solving skills.
- Excellent written and verbal communication.
- Ability to manage multiple projects in a fast-paced environment.

- Strong collaboration and team-working abilities.
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Physical Requirements:

Mobility & Dexterity

- Ability to stand and walk for extended periods of time (e.g., during experiments, testing or while working at benches).
- Fine motor skills for handling small instruments, pipettes or delicate samples.
- Ability to bend, reach, squat or climb small ladders/steps.

Visual and Auditory Requirements

- Good vision (corrected if necessary) for reading labels, observing color changes, using microscopes, etc.
- Hearing must be sufficient to detect alarms or verbal instructions in the lab environment.

Lifting and Carrying

- Ability lift and carry up to 25-30 lbs. (e.g., boxes of supplies, lab equipment, waste containers).
- Some roles may require pushing/pulling carts or equipment.

Environmental Tolerance

- Comfortable working in environments with:
- Chemical fumes or biological materials (PPE is typically provided).
- Noise from equipment (centrifuges, refrigerators, etc.).
- Cold rooms, warm rooms, or areas with variable temperature/humidity.

Protective Equipment Use

- Must be able to wear lab coats, gloves, safety glasses, face shields, respirators, etc., for extended periods.

The annual base salary (or hourly wage) for this position falls within the range of \$98,150.00 - \$127,600.00. However, the actual base pay offered may vary based on several individualized factors, such as market location, job-related knowledge, skills, and experience. Novavax offers a base salary, annual bonus, equity grants, professional career development/growth opportunities, and a comprehensive benefits package including medical, dental, vision, Rx, STD, LTD, Life, Optional Life, 401(k) plan.

Our Mission??

By leveraging our science, our technology and our people, we will innovate and collaborate to tackle the world's most significant health challenges.??

Our Vision??

We envision a world where our technology is amplified to touch the lives of billions, sparking transformation in global health.??

Our Values??

Integrity, Collaboration, Innovation, Agility and Accountability sit at the heart of our culture. They express the mindset and behaviors that guide how we show up, how we work together and how we create impact — for patients, partners and each other. ??

Our Footprint ??

Novavax is proudly headquartered in the USA with main offices in Gaithersburg, Maryland. We conduct R&D and manufacturing for our Matrix-M adjuvant in Uppsala, Sweden.?

Category: Research & Development

Location: Gaithersburg, MD

Requisition number: JR100801

Schedule: Full-time

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