

Director, Intellectual Property & Transactions

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.??

The ideal candidate will be a patent attorney having 10-12 years of experience, (a) a combination of law firm and in-house experience (preferred) (b) advising on a wide range of intellectual property related matters.

Duties will include (a) managing outside counsel on patent & trademark application preparation and prosecution, worldwide portfolio management, patentability, freedom-to-operate, (b) general copyright and trademark related counseling and, (c) working with cross-functional teams to develop appropriate IP strategies, (c) support IP related transactions, (d) support licensing and due diligence activities. The position will report to our Vice President, Chief IP Counsel.

Responsibilities include, but are not limited to:

- Coordinate with research & development to identify new inventions; implement strategies for patent protection throughout all phases of development.
- Direct outside counsel on preparation and prosecution of worldwide patent portfolio; assist with patentability assessments.
- Develop a thorough understanding of Novavax' current and planned business activities, products, competitors, and markets, and keep abreast of developing IP and other legal trends, laws and regulations.
- Lead freedom-to-operate initiative and support mitigation measures.
- Identify training needs within the company and develop training materials on relevant IP laws and related business issues.
- Other matters and duties as may be assigned.

Minimum requirements:

- Bachelor's degree in a life science discipline with emphasis in organic chemistry and/or immunology preferred.
- Advanced degree preferred.
- Juris Doctorate degree.
- Registration as a patent attorney with USPTO and member of a state bar.
- 10-12 years of relevant experience in patent prosecution with global portfolios.
- Strong core patent prosecution skills and ability to independently manage IP dockets and drive strategy with outside counsel.
- Demonstrated ability to collaborate, build, and sustain effective partnerships with key stakeholders and project teams.
- Ability to travel internationally up to 25%

The annual base salary (or hourly wage) for this position falls within the range of \$226,200.00 - \$305,350.00. 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: Legal

Location: Remote USA

Requisition number: JR100804

Schedule: Full-time

Posted: October 14, 2025