

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.??

We are seeking a highly motivated Scientist to join our growing Antibody Technologies team. The ideal candidate will have a strong background in immunology, oncology, and monoclonal antibody engineering, with additional experience in vaccine research and the application of AI/ML technologies to enhance target identification and antibody discovery. This role will contribute to the design, characterization, and advancement of next-generation vaccines.

Key Responsibilities

- Design, execute, and troubleshoot experiments for discovery and engineering of monoclonal antibodies and immune-modulating biologics.
- Apply immunology expertise to evaluate biologic function, immune activation, tumor killing mechanisms, and vaccine-related responses.
- Leverage AI/ML tools for target evaluation, antibody optimization, library design, or developability prediction.
- Generate and interpret data from in vitro and ex vivo models (e.g., cell-based cytotoxicity assays, binding kinetics, immune cell profiling).
- Collaborate with cross-functional teams to advance vaccines into preclinical development.
- Communicate results to leadership and cross-functional teams; contribute to scientific publications, technical reports, and SOPs.
- Mentor junior scientists and contribute to a culture of innovation, scientific rigor, and teamwork

Required Qualifications

- Ph.D. in Immunology, Cancer Biology, Molecular Biology, or related field, with 2+ years of postdoctoral experience (industry experience a plus).
- Demonstrated expertise in oncology biologics and monoclonal antibody discovery.
- Experience in vaccine immunology, innate/adaptive immune responses, antigen presentation, and immune-modulating biologics.
- Hands-on experience with cellular & molecular immunology techniques (e.g., ELISA, Western blot, SPR/BLI binding studies, Cytotoxicity and Viability Assays).
- Strong publication record in peer-reviewed journals and/or patent filings.
- Excellent communication, problem-solving, and project management skills.

Preferred Qualifications

- Industry experience in biologics discovery, antibody engineering, or immuno-oncology.
- Familiarity with AI/ML approaches in biologics R&D (e.g., sequence-to-structure modeling, developability predictions, ML-driven antibody design) is preferred.
- Knowledge and experience with syngeneic mouse models.
- Experience and knowledge of NGS is preferred but not required.

- Experience working with CROs, academic partners, or biotech collaborations

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: JR100808

Schedule: Full-time

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