

## Additional opportunities tailored for you

We are committed to creating an environment where everyone with talent and drive can grow and succeed. As a result, we offer a wide range of work shadowing and work experience opportunities across the world – from the UK, Germany and Europe, to the US and Asia-Pacific – for undergraduate and postgraduate students alike.

Some of these include:

- Insight Days
- Extended internships
- Diversity programmes and events
- Early-access programmes

You can find out more about the wide range of ways to join us and build your career at [db.com/careers/graduates](https://www.db.com/careers/graduates)



*“Deutsche Bank is a place where seniors are really keen to guide you. They want to see you develop and help you grow as an individual and a colleague.”*

Julia, Singapore

## The Deutsche Bank Internship Programme

An internship at Deutsche Bank offers a unique work experience opportunity and your first look into what life is like on our Graduate Programme. You'll become part of a collaborative and inclusive workplace as you build on your technical and interpersonal skills, take on real responsibilities, work on live projects, grow your network and learn first-hand how we deliver for our clients.

If you want to expand your knowledge and learn everything you need to build a career you can be excited about, then we will give you the platform and foundation to do so.

## The Deutsche Bank Graduate Programme

From the day you join the Deutsche Bank Graduate Programme, you'll be working as part of a global team that is transforming the world of banking. Our development programme offers extensive training, exposure to stimulating projects, and the opportunity to gain the knowledge and skills you need to provide innovative products and services to our clients. You'll work alongside some of the industry's top minds and build a valuable network that will support you as you progress in your career. You'll be given various opportunities to have your opinions heard and will be able to make a real impact.

Our Internship and Graduate Programme opportunities are wide-ranging and span many different locations.

For more information, please visit [db.com/careers/graduates](https://www.db.com/careers/graduates)



*“The culture encourages you to come up with ideas for change.”*

German, UK



*“The mix of different people is what makes working here so exciting.”*

Kim, Germany

Deutsche Bank  
[db.com/careers](https://www.db.com/careers)

We're ready to transform the future.

# Our graduates are redefining banking.

#PositiveImpact



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## Shape your future

At Deutsche Bank, we're changing what it means to be a bank. It's about making a positive difference and cultivating new perspectives. That's why with us, your ideas have impact. We're always looking for creative thinkers who are ready to make a difference from day one.

If you want the opportunity to shape your own career as well as the future of the financial industry, then we will give you the platform and foundation to do so. No matter which part of our business you join, our structured training programmes will support your continuous development and give you the chance to work on live, global projects alongside colleagues and senior leaders across the globe.

If you have the drive to succeed in the fast-paced financial services industry, Deutsche Bank is an exciting, supportive place for you to begin your career.

Grow your potential and make an impact. Discover a career to look forward to at [db.com/careers/graduates](https://www.db.com/careers/graduates)



*"They let you hit the ground running because they trust you have the fundamentals and the potential for the job."*

Tiago, US

## Redefining technology in the industry

We're designing the digital bank of the future, and as an established global financial institution, we have the resources to take a technology-first view of our business. We've made significant investments in digitalisation and we continue to prioritise technology and pave the way for what's next through our Digital Factory and Global Innovation Labs. When you join us, you'll work with expert teams on live projects, from rapidly prototyping an app to finding new ways to connect our people across the world. With a variety of areas to explore in technical roles, there will be many opportunities to grow your skills and your network, while making an impact on the future of banking.



Our teams are building applications capable of moving trillions around the globe every day



We are the 1st German bank to offer contactless payments via smartphones



Our Global Innovation Labs generate solutions for Trading, Risk, Compliance, and Retail

## Cultivating an inclusive workplace

At Deutsche Bank, you'll see that we're about much more than banking. We're pushing progress forward by fostering an inclusive culture where new thinking and new perspectives are welcomed. We understand the importance of diversity and inclusion within our culture, and we know that it's our differences that enable us to grow and thrive. Empowering our people to be confident in themselves allows for an environment where everyone is able to make unique and impactful contributions.



100% score on Human Rights Campaign Corporate Equality Index



Ranked in the Top 100 of the Thomson Reuters Global Diversity and Inclusion Index

## What you'll bring

- an exceptional academic record
- a fresh perspective
- an eagerness to learn
- a desire to make a difference
- a hunger to solve problems
- an enthusiasm for your chosen field
- a determination to see where you can go

## What you can expect

- a comprehensive introduction to Deutsche Bank and our industry
- the training you'll need to make an impact
- a network of exceptionally talented colleagues
- advice and technical direction from senior leadership
- an inclusive and supportive culture
- a competitive salary and benefits package



Over 120 hours of technical training to prepare you for your first day on the job



Our graduates from around the world come together for a 3-day orientation to the bank followed by training



In 2018, we hired 910 graduates, up by nearly 50% over the previous year