

Deutsche Bank
careers.db.com



Welcome to Deutsche Bank
A future that's yours to shape
#PositiveImpact

A future that's yours to shape.

What could you do?

In an ever-changing and complex world, it's not always easy to see what your next career move should be. At Deutsche Bank, we believe the future is yours to shape and we'll support you every step of the way.

Our promise to you >

Our wellbeing is our success >

Learn, grow and progress >

Building a sustainable future >

Our commitment to society >

Community and belonging >

Listen, learn and change >



Discover how we're making a positive impact >

View our 'workforce at a glance' >

See our APAC Awards and Accolades >



Asia Pacific has been core to our success as a leading global bank for **150 years** and is vital to our future. Our regional platform offers a breadth of experience through its diversity — geographic and cultural — as well as business mix on the ground and wide variety of front office and infrastructure career pathways. We value different perspectives and actively encourage internal mobility. This is a region brimming with opportunity.

Our promise to you

We're committed to fostering an environment where ambition and talent is met with opportunity, and everyone feels welcome, accepted, and respected.

Career possibilities

You'll have the opportunity to grow and the chance to succeed.

Collaborative working

Your opinions and ideas will be valued by supportive, open colleagues.

Inclusive culture

You can bring your whole self to work and be respected as an individual.

Driving change

You'll play an important role in changing the bank for the future of finance.

Who we are

Learn more about our culture, values and diversity and inclusion at Deutsche Bank

Our wellbeing is our success

Feeling healthy, engaged, and well-supported, enables us to do our best work and get the most out of life outside of the office. That's why Deutsche Bank is committed to providing benefits and programmes centered around wellbeing.



Financial wellbeing

A range of benefits including pension, life assurance, insurance for accident and disability, and in select locations we offer an employee share purchase plan and flexible benefit plans.



Comprehensive life and health

Medical insurance, preventive health checks, flu vaccinations and Employee Assistance Program. Mental health first aiders and company doctors available in select countries.



Parental benefits

Parental leave based on caregiver responsibility, maternity cover, phased back to work arrangements post parental leave, childcare care leave and additional support offered in some countries.



Generous time off

Annual leave, sick leave, volunteering leave and in select locations, wellbeing leave, family care and elder care leave.



Hybrid work model

For qualifying roles, eligible employees can work remotely based on divisional and country guidelines.

Please note: Insurance benefits vary by country of employment; please consult local HR for more information.

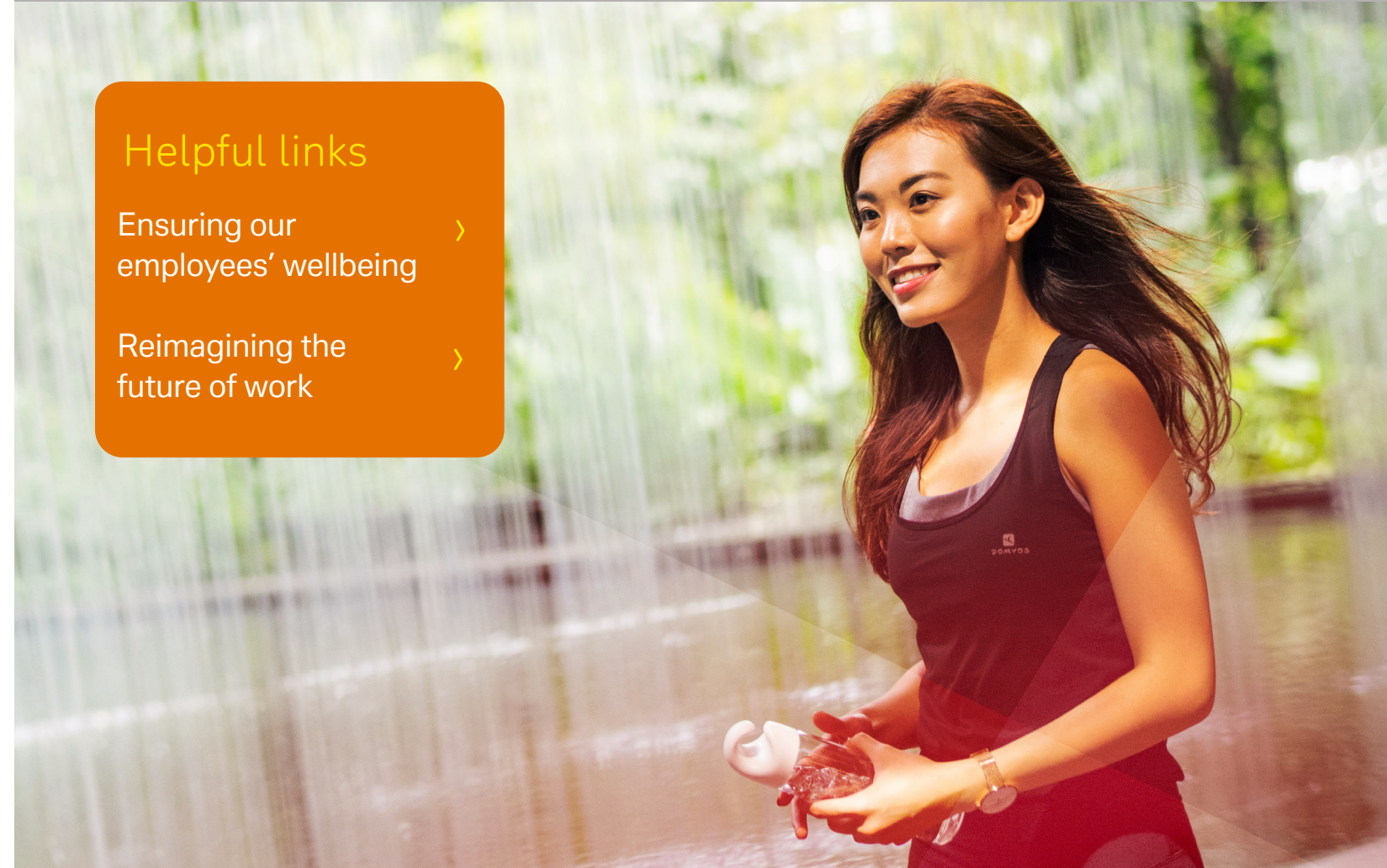
Nic's story

Learn how supportive colleagues and Deutsche Bank's Employee Assistance programme helped Nic to open up and be himself

Helpful links

[Ensuring our employees' wellbeing](#) >

[Reimagining the future of work](#) >



Learn more

Learn how we're creating a culture of learning across the organisation >

Find out what we're doing to accelerate our talent >

Learn, grow and progress

We believe in the importance of continuously adding to our expertise, future-proofing our skillset, and developing both professionally and personally in sync with changing times. At Deutsche Bank, you're encouraged to learn and develop in ways that suit you and your career ambitions.



Early talent development

Our Insight programmes provide early talent with opportunities to learn about our business, network with recent graduates and senior managers. >



Networking and mentorship

From Mystery Coffee to Reverse Mentoring, we offer a variety of programmes to support employees in building their networks. >



Career acceleration and leadership development

We've designed talent development programs for future leaders to accelerate their readiness to take on bigger and broader roles. >



Internal mobility

Roles are posted on Connect2Job, our internal online job portal, and on our [Deutsche Bank careers website](#). We fill a third of roles internally. >



Continuous learning

We've invested in a new Learning Experience Platform that harnesses AI to make learning more personalized, giving access to richer content. >

Building a sustainable future

We've made a commitment to do business in a way that secures a sustainable future. From pollution of the environment to inequality in society, our world needs change, and we will do our part.



Watch 'Sustainability Needs Finance' >

Learn more about how we're making a [#PositiveImpact on Sustainability](#)



€200b

committed to sustainable financing and investments by 2023

100%

of our energy from renewable sources by 2025

2012

the year we became and remained carbon neutral

Founding member

of the Net-Zero Banking Alliance

Our commitment to society

We want communities and economies to prosper. We work with like-minded partners around the world to be certain we're addressing the most relevant local concerns — and our people play their part, too.

424K

people benefited from our Corporate Social Responsibility Programmes in 2021 in APAC.

22k

hours volunteered by over 4,000 employees through our Plus You volunteering community in APAC.

635m

steps taken by 4,000 employees from 14 countries in APAC for youth mental health through our [#NotAlone](#) campaign.

See how our employees stepped up to support [youth mental health](#)



Learn more about our [commitment to society](#)



More than 50 volunteers from Deutsche Bank India's offices in Bangalore, Mumbai and Pune spent a day building houses for disadvantaged families in rural India as part of the bank's CSR in the Community programme.



Community and belonging

We are proud to have a variety of voluntary, employee-led groups uniting colleagues from different backgrounds, experiences and business areas that inspire and embed inclusion in our daily interactions.

Our Employee Resource Groups (ERGs) are driven by a common purpose:

- To build a strong sense of community
- Provide opportunities for growth
- Promote an inclusive culture where we can all bring our whole selves to work



dbEnable

Enabling an inclusive and supportive workplace where people with visible and invisible disabilities can flourish. See how we use [inclusive hiring to discover new talent](#)



dbPride

For all LGBTQI (lesbian, gay, bi, trans, queer, intersex) colleagues and allies to advance inclusion and advocate for equality.



dbGO

Advancing a gender inclusive workplace, where everyone feels empowered to bring their whole selves to work.

Learn more about [diversity, inclusion and belonging](#) at Deutsche Bank.

We're listening, learning and changing

Our 'Speak Up' culture means feeling free to express ourselves and having confidence that our views or concerns will be recognised and addressed. Everyone at Deutsche Bank has a responsibility for promoting ethical conduct, reminding each other of our values and protecting the bank's reputation. We do this through open and honest dialogue up, down and across the organisation.



