

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.

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Deutsche Bank in India is a forward-thinking global bank which nurtures diversity by creating an open and inclusive working environment with great team spirit.

With a constant drive for innovation and a client-centered approach, our teams consistently bring forth new technology solutions. Deutsche Bank is not just a brand to be passionate about, but also a company that ignites passion and truly inspires me.

## 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.

# 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

Temporary and Permanent disability support through Personal Accident Insurance.



## Comprehensive life and health

Medical insurance and three times Annual Fixed-pay Term Life and Personal Accident Insurance (minimum of INR 2,000,000), and access to an Employee Assistance Programme.



## Parental benefits

Gender-neutral primary and non-primary caregiver, adoption and surrogacy leave; up to 26 weeks' leave, Child Care Benefit, Parent/Single Parent Support groups.



## Generous time off

25 annual leaves, five top-up leaves, 12 sick leaves, three family care leaves, three compassionate leaves, 10 public holidays, six wellbeing leaves.



## Hybrid work model

Based on role requirements and agreement with managers, eligible employees can work remotely two to three days per week. Learn more about [hybrid working at Deutsche Bank](#).

### Helpful links

[Ensuring our employees' wellbeing](#) >

[Reimagining the future of work](#) >



Arpita's story

Learn how parents like Arpita are making use of the Childcare Benefit Scheme provided by Deutsche India.



## Learn more

Discover how we're [creating a culture of learning](#) across the organisation

See how Lisa and Gabriela have made the most of career mobility at Deutsche Bank

[Lisa](#)

[Gabriela](#)



# Learn, grow and progress

We believe in the importance of continuously adding to our expertise, 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.



## Supported return to work

Our [Resume your Résumé](#) programme at Deutsche Bank in India provides a smooth, supportive and inspiring return to work.



## 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 programmes 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 12% of roles internally.



## Rewarding performance

Our compensation framework promotes and rewards sustainable performance and contributions based on delivery, behaviour and conduct.



## Continuous learning

We've invested in a new Learning Experience Platform that harnesses AI to make learning more personalised, giving access to richer content. Subject to business need, employees can also enhance their knowledge and skills through Professional Certification Programmes funded by our Education Sponsorship Framework.

# 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.



## Learn more

See how we're making a #PositiveImpact on Sustainability

Discover Deutsche Bank's programme for environment impact *How We Live*

€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.

283K  
50k  
635m

people benefited from our Corporate Social Responsibility programmes in Asia Pacific in 2022.

hours volunteered by almost 6,000 employees through our Plus You volunteering community in Asia Pacific in 2022.

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

See how our employees are making a #PositiveImpact to support people and communities in [APAC](#) and [around the world](#).

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

Around 20,000 employee volunteers have participated in projects across India. We recently converted our offices into classrooms and welcomed students from Teach For India. Our volunteers led sessions on financial literacy and career guidance for 65 children from low-income households.

Plus You  
Deutsche Bank's volunteering and giving community



# Community and belonging

At Deutsche Bank we value our differences because diversity of perspectives, experiences, and abilities strengthens us as a whole. We are proud to have a variety of voluntary, employee-led groups that unite colleagues across business areas and help to embed inclusion in our daily interactions.

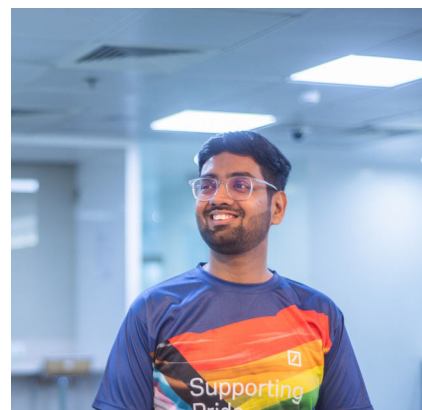
Our Employee Resource Groups (ERGs) are driven by a common purpose:

- 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

Nurturing an inclusive and supportive workplace for people with visible and invisible disabilities and championing well-being and neurodiversity



## dbPride

Fostering an environment that encourages and supports our LGBTQI employees to bring their whole selves to work



## dbGO

A gender inclusion network fostering a gender-balanced workplace, where everyone feels empowered to maximise their potential

Learn more about [diversity, equity and inclusion](#) 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.





# A future that's yours to shape.

Life at Deutsche Bank starts with challenging and interesting careers, working with some of the most talented people in the financial industry. Whether you work within one of our banking businesses or the infrastructure functions that support them, you can expect an environment that embraces change, strives for innovation and recognises the power of collaboration.

➤ Click [here](#) to learn more about life at Deutsche Bank through the stories of our colleagues in India and from around the world.



## What could you do?

Visit us at Deutsche Bank Careers 