

WE ARE  
DWS



# Entrepreneurs wanted

The following document is intended as marketing communication.





Why we  
need you

We are DWS – one of the leading global asset managers with a heritage of investment quality stretching back decades. A legacy we build on for the success of the clients we serve. Every day we strive for excellence, putting integrity first, while inspiring sustainability and entrepreneurial thinking. And that's why we need you! Joining DWS means joining an organisation on the brink of exciting change.



# Who we are & what we stand for

## Size and reach

- \_ € 704bn Assets under Management<sup>1</sup>
- \_ € 490bn in Active<sup>1</sup>
- \_ € 130bn in Passive<sup>1</sup>
- \_ € 85bn in Alternatives<sup>1</sup>
- \_ ~3470 employees with an average tenure of 10 years<sup>1</sup>

## Strong market position

- \_ No. 1 Retail in our German home market<sup>2</sup>
- \_ No. 4 Institutional in our German home market<sup>2</sup>
- \_ No. 4 in Europe Infrastructure<sup>4</sup>
- \_ No. 5 Global Insurance<sup>5</sup>

## Longstanding heritage

- \_ DWS founded 1956 in Germany
- \_ 40+ years in Alternatives
- \_ 20+ years in Passive
- \_ Roots in the US dating back almost a century<sup>6</sup>
- \_ Asian footprint since 1987

## Integrated worldwide platform

- \_ Diverse investment capabilities
- \_ Full spectrum of traditional and alternative investment capabilities to serve clients worldwide – from large institutions to governments, corporations, foundations and millions of individual investors



### Global market view with a European perspective

- \_ More than 900+ economists, analysts and investment professionals
- \_ Expertise synthesized into one consistent global CIO View
- \_ Proprietary quality-based research

### Responsible Investing

- \_ Proud pioneer in responsible investing
- \_ Early PRI Signatory since 2008
- \_ Dedicated ESG research
- \_ Committed to shape the ESG investment landscape

### Strong diversity

- \_ Colleagues across 60 nationalities<sup>7</sup>
- \_ Speaking more than 75 languages<sup>7</sup>
- \_ Locally rooted and globally connected across 22 countries<sup>7</sup>
- \_ 38 % female colleagues<sup>7</sup>

### Digital first

- \_ Early adopter of digital solutions in our home market
- \_ Embracing technology to advance the way we invest
- \_ Improving the client experience through digital tools and skills

Sources:

<sup>1</sup> DWS Pitchbook as of 03.31.2019

<sup>2</sup> BVI Statistics as of 04.31.2019

<sup>3</sup> ETFGI as of 06.30.2018

<sup>4</sup> IPE Real Assets, as of FY2017

<sup>5</sup> DWS presentation Insurance Asset Management 2019 as of 02.31.2019

<sup>6</sup> Through the Scudder business, established in 1919 and acquired by Deutsche Bank / Deutsche Asset Management in 2002

<sup>7</sup> DWS Pitchbook as of 03.31.2019

# What we stand for



## Integrity first

- \_ Acting in our clients' best interest
- \_ Authenticity in our relationships with clients, colleagues, investors and broader society

## Demanding excellence

- \_ Precision
- \_ Highest quality investment and research approach
- \_ Striving for the best performance in all that we do

## Entrepreneurial minds

- \_ Collective intelligence
- \_ Agility
- \_ Efficiency
- \_ Innovation and adaptation

## Inspiring sustainability

- \_ Long term view
- \_ Forward-thinking
- \_ Dedication to clients
- \_ Mindful of our global and societal impact



# What we can offer you



## What we can offer you

Join our Internship and Graduate Programmes and you'll work alongside economists, research analysts and investment professionals, learning how to create targeted solutions and provide clients with access to our strong investment capabilities.

### The DWS Internship Programme

During your internship, you'll:

- \_ participate in two rotations, diving into research for new investments or developing innovative investment product solutions for our clients
- \_ benefit from training courses, seminars, networking events and mentorship

### The DWS Graduate Programme

Working on our day-to-day business, you'll:

- \_ build a broad knowledge base while honing your skills through immersive classroom and online modules built just for you
- \_ gain exposure to everything from fixed income, emerging markets to ETF's and hedge funds as you build a foundation upon which to specialise later





Your platform to achieve more.

Whatever field you're interested in, if you have the drive and talent, you'll find a rewarding, challenging role that matches your interests and nurtures your strengths. Our graduate and internship programmes are tailored to give you the training, opportunities and support you need – so you can build the career you want and make a real difference. Let's write your success story together.

You can find out more about the opportunities to join us and how to become part of our organisation at [www.db.com/careers/graduates](https://www.db.com/careers/graduates)

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