



# Why work at Deriv

[deriv.com/careers](https://deriv.com/careers)



# About Deriv

The story of Deriv starts in 1999. Regent Markets Group, the founding company, was established with a mission to make online trading accessible to the masses.

Our vision is to be the world's most customer-centric online trading company, a place where traders come to find any derivative they want to trade. We provide simple, flexible and reliable platforms that make us the easy choice for traders, whether they are beginners or experts. To accomplish this, we must continually challenge ourselves. We innovate, engage in ambitious projects, explore new ideas, and work quickly.

We've evolved and rebranded, but our mission remains unchanged. It motivates our team, fuels innovation, and fosters rapid growth.



Global presence  
**7 countries,  
10 offices**



Nationalities  
**55+**



Employees  
**550**







## Our culture

At Deriv, you'll experience the freedom to solve problems and work together to get things done without hierarchy. You'll be in a dynamic, fast-paced workplace that encourages open communication, transparency, and a free flow of ideas.



## Our people

We're a diverse team of over 550 people of different nationalities. We believe that openness, creativity, learning, and growth pave the way to success.

You'll be among colleagues who have a can-do attitude, take pride in their work, and desire progress and achievement in their roles.

“

# What's it like to work at Deriv?



When I started as an intern, I never thought I'd rise to become a team lead. Every day here is a great opportunity to learn and grow. I've become more confident with my abilities as a front-end developer and as a leader.

Negar Naghsbandi  
Front-end Manager



This is my first time working outside India. I was looking for new challenges with a diverse group of people to boost my career in IT. I like working with my colleagues — they are brilliant at what they do. I really like how our company supports our eagerness to learn beyond our original job descriptions.

Tanya Sahnii  
Back-end Developer



The best thing about my peers is that they are highly talented and skilled. Problem-solving and brainstorming with my team is fun, and they provide a great support structure. I'm able to produce higher quality work than I would have achieved on my own.

Lalitaditya Addanki  
DevOps Engineer



I love the people I work with and the company culture that we share. Everyone contributes to a positive working environment by having fun together during the ups and shouldering the burden together during the downs.

Wong Mei Theng  
Accounting Operations Lead



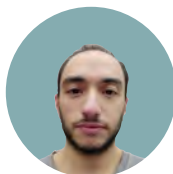
We encourage knowledge sharing at all levels, so I learn from the people I work with every day. Our company is enriched by the diversity of talented individuals from over 40 countries. It's inspiring to be a leader of these motivated team players at Deriv.

Gary Ross Vytialingam  
Chief Risk Officer



One of the things I like best about working here is how we're encouraged to take ownership of our tasks and goals. The autonomy and trust of the leadership team motivate me to excel in my role.

Ahmad Aizuddin  
Disaster Recovery Analyst



I finally have a job that will never stop challenging me due to frequent technological advancements and the company's need for robust IT architecture and security.

Kyle Tabone Betts  
Security Researcher



# Our values



## Competence

We love to work with smart and talented people eager to roll up their sleeves and get things done.



## Customer focus

We always put our customers first and dedicate ourselves to building products and services that give them the best trading experience possible.



## Teamwork

We value positive team players who can work together to overcome challenges and achieve common goals.



## Integrity

We believe that we should always do the right thing. It includes serving our customers with honesty and transparency, settling all contracts by the book, and communicating in plain language that can be easily understood.



# Engineering at Deriv

Engineering is a crucial component of our success strategy. We understand the importance of working environment to engineers, and we are committed to the best possible experience for our teams.



## Our engineering values



### Continuous improvement

We believe in the continuous improvement of our people and services.



### Openness

We are open and honest, which makes the communication between team members and teams easy-flowing.



### Empowerment

We trust and value team members by providing them all the necessary information and the right tools to achieve results.

## How we work

We embrace the right methodology for the right context. We follow Agile methodologies, and we use Scrum or Lean Kanban when necessary.

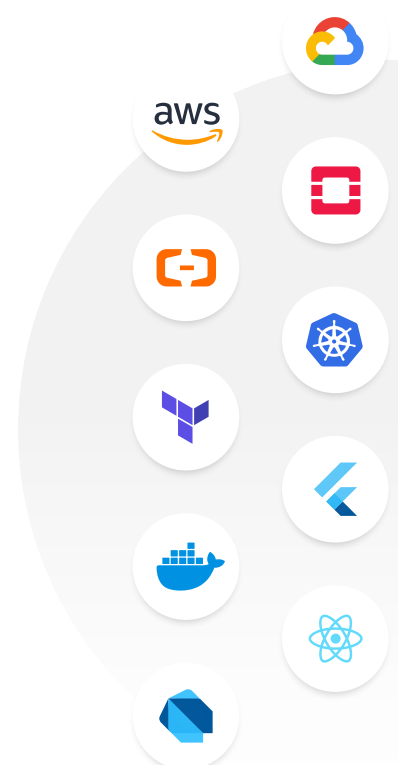
We support both test-driven-development and behaviour-driven-development.

We encourage experimentation and creativity.

## Technical environment

Our primary focus is security, redundancy, and scalability. These serve as guidelines for our software and infrastructure engineering.

- ✓ We strive continually for multi-Cloud parity with AWS, GCP, Alicloud and Openstack.
- ✓ We use Terraform for orchestration and Chef for configuration management.
- ✓ We use Kubernetes and Docker for our service-oriented architecture.
- ✓ We are active contributors to open source projects.
- ✓ For mobile apps we use Flutter and Dart.
- ✓ Our web interfaces are built with React.
- ✓ We are in the process of transforming our current C++ and Perl back-end to modern languages and microservice architecture.



# Training and development

We want our people to have a fulfilling career journey with us, so we invest in the development of the people we hire.

We have a team dedicated to creating training and development programmes and career planning workshops so that our people can acquire new skills, sharpen existing ones, and perform better.

In addition to the training we provide to our employees, we see an enormous value in providing training to fresh graduates entering our industry. In 2021, we are launching the **BeSquare Programme**, which will allow fresh graduates to work alongside our teams to gain tech experience and confidence as they enter the workforce.



**Education assistance**



**Technical training**



**Non-technical training**



**Product knowledge workshops**



**Soft skills training**



**Management skills**



**Regular feedback**



# Company benefits

We like to keep everyone at Deriv healthy and happy so that we can thrive at work and at home. We offer a wide range of benefits that ensure that everyone's well-being is taken care of.



**Competitive salary**



**Training and development**



**Health and wellness benefits**







## Ask us anything

If you've got any questions about working at Deriv, send us an email at

**[recruitment@deriv.hr](mailto:recruitment@deriv.hr)**

We love talking about working at Deriv!

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