



Nordea Graduate for Risk Management, Compliance & Audit

Join the Nordea Graduate Programme 2026!

At Nordea, we empower you to be the driver of your career while we support you in finding your path and reaching your aspirations. As a graduate, you will collaborate with highly competent and open-minded colleagues to continually improve your skills and expand your career horizons.

With the Graduate program, we want to attract and develop our future talents. With a wealth of opportunities to evolve and the expert support of leaders and colleagues, you can help us unlock Nordea's full potential simply by unlocking your own.

What you can expect from the Nordea Graduate Programme

The programme runs over 18-months, starting 1 September 2026. During this period, you will follow a dedicated plan working in various teams with clear learning objectives to support your growth. The Graduate programme is an impactful experience which can make a real difference to your career.

Check out our [Graduate program page](#) to learn more about being a Graduate at Nordea!

Being a Graduate in Risk Management, Compliance & Audit

We aim to be the best-performing financial services group in the Nordics accelerated by technology, data and AI.

The Risk Management, Compliance & Audit area is central to safeguarding the bank's integrity and ensure business activities align with laws, regulations and internal standards.

Compliance and Risk professionals support ethical conduct and strong governance by embedding controls, monitoring practices and advising the business on legal and regulatory frameworks. Internal audit provides independent assurance on the effectiveness of governance, risk management and control processes across the organization. Together Risk Management, Compliance & Audit uphold trust, resilience and long-term sustainability in a complex global financial environment.

Roles in this area require strong analytical thinking, attention to detail and a solid understanding of ethical and regulatory principles. Key skills include the ability to interpret information, assess risks and apply rules in practice, supported by clear communication and collaboration skills.

Who you are

Collaboration. Ownership. Passion. Courage. These are the values that guide us in being at our best – and that we imagine you share with us.

We are looking for you who:

- Proactively seek challenges and learning opportunities
- Thrive in ambiguity and change and applies critical thinking
- Are excited about AI and new technologies to enable new ways of working
- Understand importance of customer centric value creation
- Actively seek feedback and improvement

To be a qualified candidate for the Graduate programme, you have:

- A Master's degree ready by 1 September 2026

- A maximum of 2 years of work experience after Master's degree
- Excellent English skills

Excited about joining the Nordea Graduate programme? Then we look forward to hearing from you!

How to apply

Submit your application with a CV, Cover Letter and copy of latest grade transcript. Cover letter should be in English, have maximum 120 words and answer questions:

- Who you are?
- Why are you applying for Nordea Graduate Programme in Risk Management, Compliance and Audit?

Submit your application no later than 28/02/2026. Please be aware that any applications or CVs (Curriculum Vitae) coming through email or direct messages will not be accepted or considered. You are welcome to apply more than one Graduate recruitment. For more information, you're welcome to send an email to graduate.programme@nordea.com.

Recruitment process consists of the following steps:

- Preliminary CV selection
- Assessment test
- Case study
- Interview with hiring leader
- Background check

We enable dreams and aspirations for a greater good.

We build relationships. We add a personal touch to everything we do – when advising our customers, collaborating with colleagues, and meeting our potential candidates.

We learn and develop. We take pride in being experts and thinking ahead. We use our expertise to meet our customers' needs, from the simplest to the most complex. We bring a growth mindset to our work that enables us to focus on a broader perspective in our daily challenges.

We lead change. We are responsible and aware of the impact of our decisions, both for our customers and for our local and global communities. Mindful of our responsibility towards current and future generations, we have made sustainability an integrated part of our business strategy.

We are Nordea. We have [a 200-year history](#) of supporting and growing the Nordic economies and our values are deeply rooted in these open, progressive and collaborative societies. As one of the biggest employers in the Nordics, Poland and Estonia, you have excellent opportunities to evolve, develop and move forward with us.

Nordea

København , 2300 København

www.nordea.dk**Application deadline**

28. February 2026

Graduate for Risk Management