



CASE STUDY 2025

Hunter has enhanced BMC Software's access to niche technology talent while expanding recruitment services to support consulting operations across Australia and internationally.



Contact us
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Visit our website
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level 13,200 Queen St, Melbourne Vic 3006
AUSTRALIA



2021-2025



SUMMARY

86% of Forbes Global 50 count on BMC to connect their technology. In Australia, BMC Software plays a significant role across various major industry sectors, including State and Federal Government, as well as large corporations in the finance and banking sectors. BMC is an award-winning global company that help companies become an autonomous Digital Enterprise. BMC leads the technology industry in AI powered solutions for automation, operations and service management solutions. Hunter Professional is a supplier to BMC Software Australia, both in Australia and abroad.



CIRCUMSTANCE

Hunter was recommended to BMC by a customer of Hunter. In 2021, when the referral was made, BMC was dissatisfied with the service levels from their existing suppliers and sought a more comprehensive recruitment solution. Hunter and BMC at any one time are working on multiple engagements. BMC Software is embedded in highly complex organisations where high levels of technical skills and people skills are required to deliver on digital software solutions. The top engineers BMC require are in low supply and high demand. These technical communities are niche and require a high level of trust, transparency and deep understanding of the technology. Candidates in this segment of the technology market, do not apply for job adds on seek.



HUNTER'S APPROACH



Since 2021, Hunter has consistently demonstrated deep expertise in sourcing and delivering niche-skilled professionals to BMC Software. Our tailored recruitment strategy has enabled BMC to access hard-to-find talent while reducing hiring time, project delays, and overall costs.

- **Rapid Response:** Hunter responds to BMC's requests within an average of 48 hours.
- **Efficiency Metrics:** We maintain a 1:1.2 resume-to-interview and a 1:1.3 interview-to-hire ratio—optimising time-to-hire and delivering project cost savings.
- **Risk Reduction:** By improving labour hire outcomes and minimizing risks in personnel engagement, Hunter has enhanced project stability and delivery.
- **Customised Recruitment Framework:** A tailored process, supported by specialised staff, advanced software, social media sourcing tools, and BMC-specific templates, ensures consistent and targeted recruitment results.

In 2024, Hunter and BMC began piloting a new international service line. Hunter now sources talent across Asia while providing full compliance, financial, legal, and risk management frameworks—enabling secure, compliant engagement for BMC and its clients. To support these cross-border operations, we've engaged third-party providers for security vetting and cyber security insurance.

BMC's confidence in Hunter is reflected in the current open Purchase Order (PO) agreement—highlighting the long-term trust and strategic value we continue to deliver.



Skills Delivered to BMC Software

- Software Development
- Solutions Development
- Software Architecture
- Project Management
- Technical Consulting
- Operations Consulting
- Service Management Consulting
- BMC-Specific Software Consultation
- Baseline, NV1, and NV2 Security-Cleared Personnel



SUSTAINABILITY & ETHICAL HIRING

Hunter exclusively sources onshore resources to meet Australia's stringent security standards, particularly in government-related roles. The company maintains an open-book policy for financial transactions, ensuring transparency in all engagements. A reference check with BMC Software confirms the success of this partnership.



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