



BMT Biomach Technologies + Staff Australia = Perfect Chemistry.



Client: BMT Biomach Technologies

Interviewee: Shane, Managing Director, BMT Biomach Technologies (Keilor Park)

Who is BMT Biomach Technologies?

Located in Keilor Park Vic, BMT Biomach Technologies (BMT) is a family-run business that has been importing & distributing aroma chemicals for over 20 years! BMT is part of the F&F industry, responsible for importing raw materials and developing both natural and artificial chemistry for food products, pharmaceutical products, and personal care products. With a catalogue of more than 2000 chemical formulations from multiple locations including the UK, USA and Germany, their Managing Director, Shane, says it perfectly, *“to us, aroma chemicals to a flavourist are like colours to an artist.”*



The Challenge

In early 2025, Shane found himself in a tricky situation. BMT needed to fill an Order Picker/Administration role. He needed someone who could wear multiple hats and take on a range of warehouse responsibilities. Shane wasn't just looking for an extra set of hands, he was searching for the perfect person to support and work with BMT's already established, tight-knit family.

The hiring process quickly became overwhelming. With very little time and an abundance of applications flooding in, Shane made the decision to seek advice from an expert.

“We needed someone who could fit into the team culture,” Shane said. “But we didn't have time to interview candidates or screen resumes. I knew I needed help.”

So, he turned to Google. A quick search for local recruitment agencies led him to Staff Australia, and more importantly, to Jo, a Business Development Manager with years of industry experience.

The Collaboration

Of the three agencies Shane shortlisted, Jo was the only person who *really* stood out.

“One call went to voicemail, another just passed along my details, but Jo picked up and said she’d be here in an hour, and she was,” Shane said. “She was the person I was looking for.”

In their first meeting, Jo immediately showcased an understanding of BMT’s workplace environment and job requirements. She listened closely, asked smart questions, and gave Shane the confidence that she could find the right talent.

“This was the first time we’d opened our doors to labour hire,” Shane explained. “Word-of-mouth has usually worked for us, so we’ve never used an agency before. But Jo made that decision easy.”



The Solution

Jo didn’t just promise results. She delivered. In no time at all, Staff Australia presented an applicant who was both perfect on paper, and perfect in reality.

Not only did the candidate fit in effortlessly and smoothly, but they harnessed both the technical skills and cultural fit Shane was looking for.

The Aftermath

For Shane, the partnership with Staff Australia wasn’t just about solving a short-term hiring issue, it was about finding a long-term relationship with a labour-hire provider that he could always rely on. Jo’s industry knowledge, quick action, and genuine engagement made all the difference.

“Jo is very engaging; nothing is too hard for her,” Shane said. “She’s quick, reactive, and totally committed. I highly recommend her.”

“Jo was prompt throughout the entire process,” Shane said. “From my initial enquiry to being on-site within an hour, Jo was on to it. She explained everything clearly and filled me with confidence the whole way.”

“I’ll 100% reach out again if we need someone,” he added.