

## **With BMC Software, Make Law Your Passport to International Business – An Interview with Elodie Dowling**

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Elodie Dowling (Université Paris 1 Panthéon-Sorbonne '93, Tulane University Law School '95, NY Bar '00), Vice President, General Counsel EMEA at BMC Software, and Data Protection Lead for the BMC Group, attributes her remarkable career to “determination, hard work, and perseverance.” A true advocate for women’s success on the global stage, this dynamic and candid French leader shares the secrets behind her achievements.

Founded with a mission to help customers optimize their technology, BMC Software’s solutions empower businesses to enhance performance and foster growth. By connecting and streamlining digital operations, BMC delivers an AI-driven platform designed to enable continuous innovation.

### **Where Determination Meets Opportunity**

If innovation and R&D are at the heart of the Group's strategy (editor's note: BMC is both a developer and the leading user of its solutions), so too is the legal domain which plays an equally pivotal role. With operations spanning more than 40 countries, BMC’s legal team must remain ahead of ever-evolving challenges. Overseeing this effort in EMEA is Elodie Dowling, whose impressive career laid the foundation for her current leadership role.

“After earning my DEA, I pursued my career internationally. I obtained an LL.M. in Louisiana and passed the New York Bar. My first formative experience was with a leading Anglo-Saxon law firm, but I soon pivoted to teaching European law in Bulgaria through a humanitarian program. Eventually, I discovered

that BMC's values aligned perfectly with my own," she shares. "My unique career path is a testament to determination, hard work, and perseverance."



### **Thinking outside the box**

"I strive to put into practice the values I defend. I give all team members - as far as possible - the flexibility they need to pursue what's important to them, both professionally and personally. I encourage them to think outside the box and explore paths that are uniquely their own."

### **A Champion for Women**

Elodie's leadership has matured into a source of inspiration for aspiring graduates at BMC and beyond the Legal department. "Growing up, I didn't question the dynamics between men and women during my studies. It was only when I began taking on senior roles that I recognized the gender disparities in the workplace. This awareness reinforced my determination to follow my instincts.

Women bring unique strengths to leadership, such as prioritizing the human impact of corporate decisions, fostering team cohesion, and their innate talent for compromise. My advice? Trust your abilities. Acknowledge your vulnerabilities and work on them. Silence that inner critic that holds you back, and never sacrifice your personal life for your career. Today, it's possible to achieve both!"

### **If You Could Have One Superpower...**

"To control time, so I could bring all my professional and personal projects to life."

### **So What's next?**

BMC Software evaluates each case individually to create opportunities that benefit both young talent and the company. For example, the legal department has hosted several female law students for multi-month internships. The company's onboarding process is built around a buddy system, pairing each newcomer with an experienced team member for guidance and support.

No matter where you come from, BMC is committed to providing you with the best onboarding experience to give you a strong foundation and a head start in your career.

**Contact:**

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