[updated - February 2023]

The **Mozilla Foundation is seeking new directors for its board** — talented and accomplished people with a deep passion for creating a healthy, open internet.

About Mozilla

Mozilla exists to ensure the internet remains a global public resource, open and accessible to all. Founded as a community open source project in 1998, Mozilla currently consists of two primary organizations: the 501(c)3 Mozilla Foundation, which leads our movement building work; and its wholly owned subsidiary, the Mozilla Corporation, which leads our product-based work. It also includes three newer, smaller organizations: Mozilla Ventures (investing); Mozilla.ai (commercial R+D); and MZLA (open source email). These five organizations work in concert with each other and a global community of tens of thousands of volunteers under the single banner: Mozilla.

About Mozilla Foundation

The Mozilla Foundation plays two primary roles. The Foundation serves as the overall governance and coordination organization across Mozilla's overall portfolio. It is the parent and sole shareholder across all of Mozilla's commercial entities. At an operational level, the Foundation runs programs designed to grow the global movement of people working to keep the internet healthy and open. While housed within the Foundation, this 'MoFo Programs' group operates as a peer to the commercial entities within the Mozilla portfolio. *Read Mozilla's most recent annual report*.

What kind of directors are we looking for?

We are seeking a small number of skilled and committed board members to help steward the Mozilla project over the long term, ensuring that it continues to be a relevant voice for the technology and values that can create a healthy, humane digital world. Board members should share our belief that an open internet sparks innovation and uplifts individuals. They should also have an appreciation for how both market and social forces play a role in shaping how the internet works, and how this impacts our everyday experience of digital life.

There are a variety of qualities that we seek in all Board members, including a cultural sense of Mozilla and a commitment to an open, transparent, community driven approach.

As we recruit, we typically look to add specific skills or domain expertise to the Board. Current examples of areas where we'd like to add expertise include:

1. Mission based business — experience creating, running or overseeing organizations that combine public benefit and commercial activities towards a mission.

2. Effective 'portfolio' organizations – experience running or overseeing organizations that include a number of divisions, companies or non-profits under one umbrella, with an eye to helping the portfolio add up to more than the sum of its parts.

3. Online mobilization and advocacy – experience leading successful large scale online mobilization and advocacy campaigns that tap into and shape public thinking on the issues of the day.

We are particularly interested in board members who can improve our focus on global diversity.

What's involved

Board members with the Mozilla Foundation play an essential, hands-on role in the organization. The board's small size — between six and ten seats — allows members to directly assist the President and the Chair with leadership.

At a day to day level, board members focus primarily on Mozilla's footprint beyond Firefox. In recent years, the Board has helped evolve our work through new initiatives like Mozilla Ventures and Mozilla.ai and has helped the MoFo Programs group point itself in new directions with a focus on trustworthy AI. Board members provide input on overall strategy and budget, as well as supporting and evaluating top executives.

Board members are also responsible for corporate governance and strategic oversight, including the annual appointment of directors for the Foundation's subsidiaries. This also includes providing advice to the founder and chair, Mitchell Baker, and participating in broad conversations about the long term scope of Mozilla. It may also include sitting on Boards or Committees that oversee the work of subsidiaries or the MoFo Programs group.

What's the time commitment?

Board members generally convene four times per year — twice in person, and two times by phone or virtually — to discuss Foundation strategy and operations. Additionally, the board meets once annually with the Mozilla Corporation CEO to receive a strategic update. Board members are also expected to serve on committees or work with senior staff on special

projects. New board members are expected to take on at least one committee and one special project during the first year as a way to get to know the organization.

How does Mozilla work overall?

The Mozilla Foundation is a 501(c)(3) organization. Our mission is to protect the internet as a global public resource open and accessible to all.

The Mozilla Foundation has three wholly owned taxable subsidiaries, Mozilla Corporation, Mozilla.ai and MZLA. It is also the sole partner in Mozilla Ventures. The largest of these organizations, Mozilla Corporation, employs 1000 people and creates mass-market consumer products, such as Firefox. While these entities are structured as a taxable entity, their purpose and day to day practice is to promote the Foundation's non-profit mission. They are not managed as a "for profit" – but rather as part of a small network of organizations aimed at Mozilla's common non-profit mission.

The Mozilla Foundation and its subsidiaries have independent boards and management teams for several reasons. On the governance side, it makes it clear that the activities of each organization are separate. On the practical side, it allows each to recruit, motivate and retain the kind of world-class talent needed to succeed in the work being carried out across the whole org. For example, the people you need to build successful consumer internet software and experiences are very different from the people you need to build a world-class online advocacy organization and thought leadership network.

Mozilla Foundation board members must be sensitive to and comfortable with this setting. Good candidates will be collaborative, welcome subsidiary board members as colleagues, and appreciate the degree to which technical expertise and leadership melds with the mission within the Mozilla Corporation or other subsidiaries.

Further reading

Mozilla: www.mozilla.org/about
Board and executive team: www.mozilla.org/leadership
Most recent annual report: State of Mozilla 2021-2022