

## Wikimedia Foundation Executive Director

*Imagine a world in which every single human being can freely share in the sum of all knowledge.*

*That's our commitment.*

*- Wikimedia Foundation vision statement*

Over half a billion people use Wikipedia and its sister projects every month. As a top five web property and the only donor-supported site in the top 100, the Wikimedia Foundation enables a global community of volunteers to collect, develop and make freely available the sum of humanity's knowledge. The Wikimedia Foundation is seeking an Executive Director to guide the organization through its next phase of innovation and growth.

### **BASIC FUNCTION**

Reporting to the Board of Trustees and acting in partnership with the global volunteer community, the Executive Director (ED) will provide the leadership and set the strategy for the Wikimedia Foundation while managing its day-to-day operations and activities. First and foremost, it is the Executive Director's priority to modernize Wikimedia's user experience and to nurture, grow and diversify the community of Wikimedia contributors. Secondly, the ED will ensure that the Wikimedia Foundation's grantmaking program supports innovation across the Wikimedia movement, and enables contributor growth in underrepresented demographics and geographic areas.

The Wikimedia Foundation is the most influential and respected organization in the free knowledge movement. Its purpose is to enable as many people as possible to develop, grow and disseminate free multilingual content using open source software. The Foundation provides the technical, operating and managerial infrastructure for Wikipedia and Wikimedia's other free knowledge projects. This includes the continuous delivery of technology improvements that enhance the user experience, enable new forms of collaboration, and adapt the Wikimedia projects to the changing technological environment (e.g. the rapid global adoption of smartphones and tablets).

To advance these priorities, the Wikimedia Foundation is focused on:

- Sustaining a robust, resilient, secure and scalable infrastructure for hosting Wikimedia projects
- Supporting a vibrant, diverse and international community through iterative and continuous deployment of simple and powerful software that enables anyone to easily read and contribute to Wikimedia projects across diverse platforms and operating systems
- Helping other Wikimedia movement organizations in their work towards the mission by providing them with financial and organizational resources; and
- Advancing the proposition that knowledge, and open source tools used to share and access knowledge, should be free and freely available to everyone globally

Key to the success of the Executive Director will be a commitment to understand and advance Wikimedia's core values. The Executive Director will need to have the technology management and product development skills to effectively lead a high traffic website, and experience designing and implementing planning processes with a high built-in assumption of fast and iterative change. He or she will need to have exceptional communication skills, and to possess both a drive to achieve transformative results and a deep respect for collaborative processes. The ED's ability to effect change in partnership with Wikimedia's community will be decisive not just to their success, but to Wikimedia's lasting impact in the 21st century.

The Wikimedia Foundation commits itself to the principles of equal opportunity and does not discriminate on the basis of ethnic origin, nationality, religion, political perspective, gender, age, disability or sexual identity or orientation. Wikimedia also values past international experience and fluency in languages in addition to English.

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## Wikimedia Foundation Executive Director - Addenda

*The Wikimedia Foundation is a radically transparent organization, and much information can be found at [www.wikimediafoundation.org](http://www.wikimediafoundation.org). That said, certain information might be particularly useful to nominators and prospective candidates, including:*

### Announcements pertaining to the Wikimedia Foundation Executive Director Search

[Kicking off the search for our next Executive Director](#)

by Wikimedia Foundation Board Chair Kat Walsh

[An announcement from Wikimedia Foundation ED Sue Gardner](#)

by Wikimedia Executive Director Sue Gardner

### Video Interviews on the Wikimedia Community and Foundation and Its History

Some of the values and experiences of the Wikimedia Community are best described directly by those who have been intimately involved in the organization's dramatic expansion. The following interviews are available for viewing though [mOppenheim.TV](http://mOppenheim.TV).

- [2013 Interview with Wikimedia Board Chair Kat Walsh](#)
- [2013 Interview with Wikimedia Executive Director Sue Gardner](#)
- [2009 Interview with Wikimedia Executive Director Sue Gardner](#)

### Guiding Principles of the Wikimedia Foundation and the Wikimedia Community

The following article by Sue Gardner, the current Executive Director of the Wikimedia Foundation, has received broad distribution and summarizes some of the core cultural values shared by Wikimedia's staff, board and community.

Topics covered include:

- Freedom and open source
- Transparency
- Stewardship
- Internationalism
- Independence
- Serving every human being
- Accountability
- Shared power
- Free speech

More information can be found at:

[https://meta.wikimedia.org/wiki/User:Sue\\_Gardner/Wikimedia\\_Foundation\\_Guiding\\_Principles](https://meta.wikimedia.org/wiki/User:Sue_Gardner/Wikimedia_Foundation_Guiding_Principles)

### Wikimedia Policies

The Wikimedia Foundation has an extensive list of policies and procedures available online at:

<http://wikimediafoundation.org/wiki/Policies>

### Wikimedia Projects

All major projects of the Wikimedia Foundation are collaboratively developed by users around the world using the MediaWiki software. Projects include building:

- *Wikipedia* – free encyclopedias in all languages
- *Wiktionary* –multilingual free content dictionaries in every language.
- *Wikiquote* –repositories of quotations taken from famous people, books, speeches, films or any intellectually interesting material
- *Wikibooks* - collecting free e-book resources, including textbooks, language courses, manuals, and annotated public domain books

- *Wikisource* – archiving free and open content texts.
- *Wikispecies* – extensive species databases for taxonomy
- *Wikinews* - free content alternatives to commercial news sites, with articles that are thoroughly fact-checked and reviewed. Unlike other projects, Wikinews is licensed under Creative Commons Attribution 2.5 rather than Creative Commons Attribution-Share Alike 3.0.
- *Wikiversity* - learning materials and learning communities, as well as research.
- *Wikivoyage* – the world's largest free, complete and up-to-date world-wide travel guide.
- *Wikimedia Commons* – a central repository for free photographs, diagrams, maps, videos, animations, music, sounds, spoken texts, and other free media. A multilingual project with contributors speaking dozens of languages, this serves as a central repository for all projects.
- *Wikidata* - free knowledge database about the world that can be read and edited by humans and machines alike.
- *MediaWiki* - an open source community that maintains several software projects. The MediaWiki engine is used by all Wikimedia projects and many other sites. Its core functionality can be expanded through extensions, customizations, and mobile applications.

More information can be found at:

[http://wikimediafoundation.org/wiki/Our\\_projects](http://wikimediafoundation.org/wiki/Our_projects)

### Wikimedia Staff

Information on staff, including short biographies can be found on the Wikimedia site, including for the leadership team and their direct reports:

Executive Director

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|--|---|
| <ul style="list-style-type: none"> <li>• Engineering and Product Development</li> <li>• Fundraising</li> <li>• Finance and Administration</li> </ul> | <ul style="list-style-type: none"> <li>• Grantmaking and Programs</li> <li>• Legal and Community Advocacy</li> <li>• Human Resources</li> </ul> |
|--|---|

More information can be found at:

[http://wikimediafoundation.org/wiki/Staff\\_and\\_contractors](http://wikimediafoundation.org/wiki/Staff_and_contractors)

### Wikimedia Board

The Board is the ultimate corporate authority for the Wikimedia Foundation, Inc. and currently consists of 10 Trustees, 3 elected by the Wikimedia Community, 2 by Wikimedia Chapters, 1 Board-appointed "Community Founder" seat, and 4 Board-Appointed "specific expertise" seats for subject matter experts. The Foundation seeks to fill one of the "specific expertise" seats.

More information can be found at:

[http://wikimediafoundation.org/wiki/Board\\_of\\_Trustees](http://wikimediafoundation.org/wiki/Board_of_Trustees)

### Wikimedia Financials and Annual Reports

Financial reports going back over seven years are available at:

[https://wikimediafoundation.org/wiki/Financial\\_reports](https://wikimediafoundation.org/wiki/Financial_reports)

### Wikimedia Metrics

The Wikimedia Foundation seeks to provide an extraordinary level of transparency, with much information on contributors and readership available through the website. Samples include:

[http://meta.wikimedia.org/wiki/Wikimedia\\_Foundation\\_Report,\\_March\\_2013](http://meta.wikimedia.org/wiki/Wikimedia_Foundation_Report,_March_2013)

<http://reportcard.wmflabs.org>