

SpencerStuart

GORDON AND BETTY
MOORE
FOUNDATION



Gordon and Betty Moore Foundation President Candidate Specification

Prepared by: Jennifer Bol
David Wick
Michael Steck
Erin Boas

July 2025

Mission and Founders' Intent

Gordon and Betty Moore established the foundation to create positive outcomes for future generations. In pursuit of that vision, the Moore Foundation advances [scientific discovery](#), [environmental conservation](#) and the special character of the [San Francisco Bay Area](#).

“Betty and I established the Foundation because we believe it can make a significant and positive impact in the world. We want the Foundation to tackle large, important issues at a scale where it can achieve significant and measurable impacts. The Foundation’s ability to take risks and make long-term and relatively large commitments should allow it to undertake challenges not accessible to many other organizations. We seek durable change, not simply delaying consequences for a short time. Betty and I believe that science and the type of rigorous inquiry that guides science are keys to achieving the outcomes we want. Scientific methodology should be a cornerstone of nearly all of the Foundation’s efforts.” – *Gordon and Betty Moore, 2015*

To learn more about how the Foundation approaches philanthropy, how it intends to operate, and the filters used to determine what areas to support, read the full Founders’ Intent [here](#).

The Leadership Opportunity

The Moore Foundation seeks an experienced, collaborative and intellectually curious leader with a strong connection to the Foundation's mission and commitment to impact to serve as its next President. Amidst an important moment in both the Foundation's history and the broader landscape of philanthropy, the next President will successfully navigate a dynamic context to further realize the Foundation's mission of advancing scientific discovery, environmental conservation and the special character of the San Francisco Bay Area. The next President will have the opportunity to build upon the Foundation's significant momentum, record of accomplishment, and reputation for impact and rigor, with the clarity of purpose established by the Founders' Intent. Serving as both a strong internal leader and ambassador to key external constituencies, the next President will also ensure that the Foundation continues to elevate and inform the national and international discourse around environmental conservation, scientific research and philanthropy.

The President is the Moore Foundation's executive leader and holds responsibility for interpreting and advancing all aspects of its mission. In partnership with the Board of Trustees, the President sets the Foundation's grantmaking agenda and works closely with the Chief of Programs and other key leaders to shape and implement the strategic approach to its program areas and initiatives. The next President will advance a strong and collegial institutional culture focused on enduring impact, providing inspiration and direction to the Foundation's staff. Following the passing of the founders, Gordon and Betty Moore, the Foundation received a significant infusion of additional capital; the next President will ensure, in consultation with and agreement of the Board, that its resources are deployed in a manner consistent with its mission and the Founders' Intent, while also innovating and thinking creatively about approaches to philanthropy and partnership-building that can further elevate the Foundation's enduring impact and presence as a leader within its areas of focus.

Priorities and Expectations

During a time of unprecedented change in philanthropy, the Moore Foundation's next President will be a sophisticated leader who can:

- Drive deep **alignment** across mission, governance, strategy, implementation, and results.
- Foster engaged **collaboration** with the Board, staff, and funding partners.
- Explore avenues to advance the Foundation's **impact and influence**.
- Ensure the **durability of the Foundation's achievements** and ongoing work.
- Reinforce a performance **culture based on learning, rigor, transparency and continuous improvement**.
- Support **operational excellence** and managerial discipline.
- Demonstrate a **nonpartisan and apolitical** approach to grantmaking and community-building.
- **Lead with integrity and build trust** internally and externally.
- Responsibly **steward the Foundation's financial resources**.
- Enable the Foundation to **navigate the present moment** in a manner that inspires and engages a broad range of audiences and constituencies.

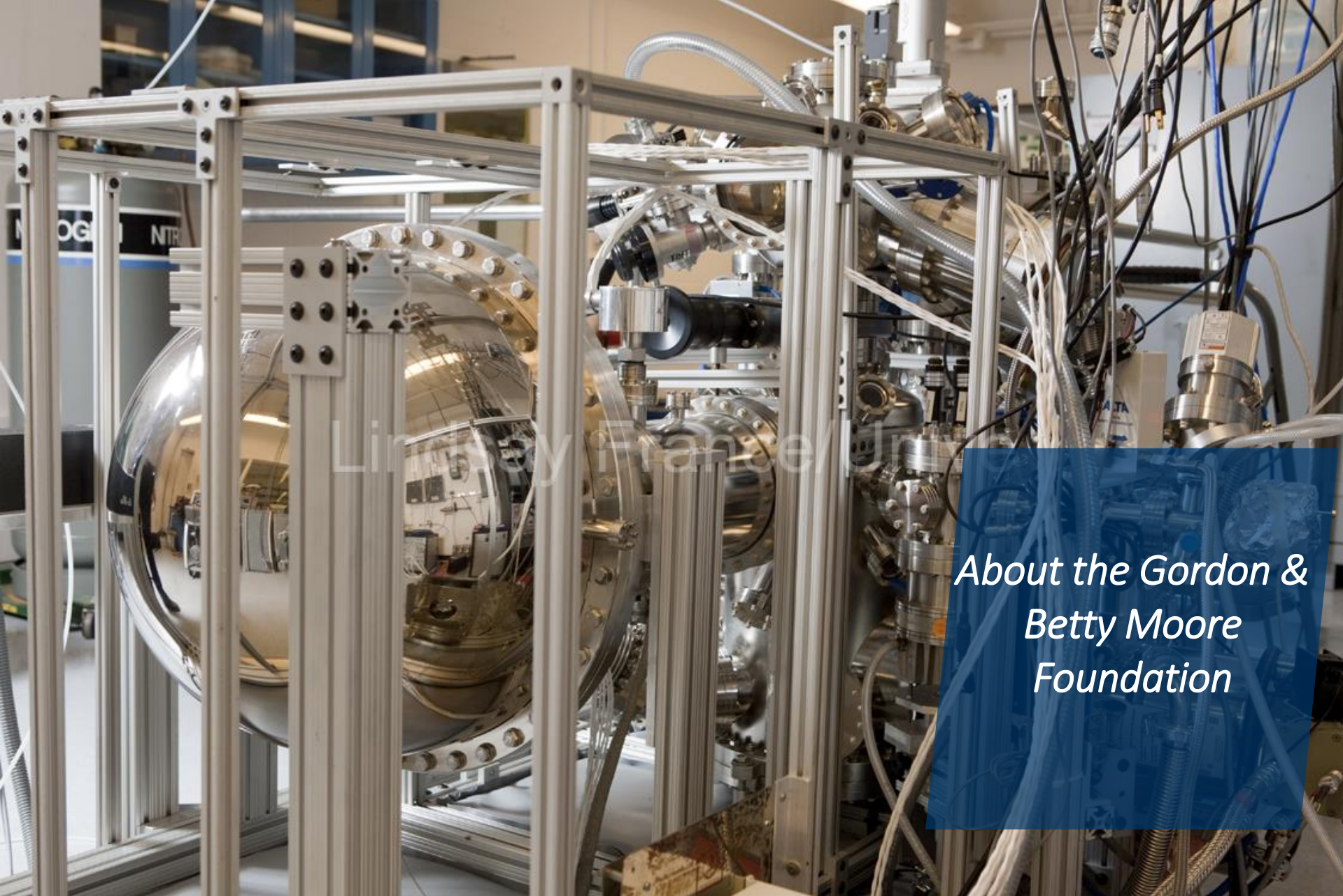
Candidate Profile



Ideal Experiences and Qualifications

The Moore Foundation's next President will be a leader with:

- » Intellectual stature and curiosity, coupled with a strong results and learning orientation.
- » A track record of successfully leading organizations characterized by deep expertise and commitment coupled with a fair amount of autonomy.
- » Experience working effectively with an engaged Board.
- » A proven ability to build institutional partnerships and internal collaboration.
- » The ability to motivate and inspire teams and individuals.
- » Strategic thinking grounded in analytical rigor and pragmatism.
- » Domain expertise in either science, conservation and/or the nonprofit sector.



*About the Gordon &
Betty Moore
Foundation*

About the Gordon and Betty Moore Foundation

Established in 2000 by Intel co-founder Gordon E. Moore and his wife Betty I. Moore, the Gordon and Betty Moore Foundation is a highly respected highly influential Bay Area-based foundation that works to “create positive outcomes for future generations.” The Foundation supports a breadth of diverse, strategic initiatives across three core programs – Environmental Conservation, Science and San Francisco Bay Area. Impact, integrity, disciplined approach, and collaboration are all core principles that drive the Foundation’s work, which has made over 4,000 grants, amounting to over \$6.26 billion, since its inception.

Working through primary program areas, the Foundation supports a breadth of diverse initiatives across [environmental conservation](#), [science](#) and [San Francisco Bay Area](#).

Facts and Figures:

- » Endowment Value (as of FY2024): \$11 billion
- » Annual Grantmaking Budget: \$500 million
- » Staff: approx. 100 staff members

Impact Statistics:

- » Grantmaking Total (FY24): \$6.26 billion
 - Environment: \$2.63 billion
 - Science: \$2.29 billion
 - Patient Care: \$624 million
 - Bay Area: \$469 million
 - Other: \$248 million

Find more information about the Moore Foundation’s work [here](#).

Moore Foundation Board of Trustees

[Ken Moore](#) (Chairman of the Board)

Former Chief Administrative Officer and Chief Program Officer, Bay Area, Moore Foundation

[Rosina M. Bierbaum, Ph.D.](#)

Professor of Natural Resources and Environmental Policy at the University of Michigan and Chair, Scientific and Technical Advisory Panel of the Global Environment Facility

[John Dabiri, Ph.D.](#)

Centennial Chair Professor at Caltech, with appointments in the Graduate Aerospace Laboratories and Mechanical Engineering

[Harvey V. Fineberg, M.D., Ph.D.](#)

President of the Gordon and Betty Moore Foundation

[John Hennessy, Ph.D.](#)

Tenth President of Stanford University and chairman of Alphabet Inc.

[Kathleen Justice-Moore](#)

Lawyer, served on the boards of the Lucile Packard Foundation for Children's Health, the Board of Advisors to Vanderbilt Law School, Ocean Conservancy and Moore Family Foundation. She serves on the Vanderbilt University Board of Trust

[Hilary Krane](#)

Chief Legal Officer at leading entertainment and sports agency Creative Artists Agency (CAA)

[Jonathan Levin, Ph.D.](#)

President of Stanford University

[Steven E. Moore](#)

Executive director and trustee of the Moore Family Foundation from its inception in 1986 until its closing in 2022

[Kristen L. Moore](#)

Served on the boards of Conservation International, Riekes Center for Human Enhancement and the Moore Family Foundation. She currently serves on the board of Waterkeeper Alliance

[Ellen Ochoa, Ph.D.](#)

Veteran astronaut, former Director of NASA's Johnson Space Center and a former chair of the National Science Board

[Pardis Sabeti, M.D., DPhil](#)

Professor, Harvard University and Institute Member, Broad Institute of MIT and Harvard

The Search Process

- » The Gordon and Betty Moore Foundation is being assisted in this recruitment by the international leadership advisory firm Spencer Stuart and welcomes nominations or expressions of interest. To submit confidential comments, nominations, or expressions of interest, please send an email with any supporting materials to:
moorepresident@spencerstuart.com
- » The salary range for this position is anticipated to be within the range of \$980,000 - \$1,100,000; the salary offered may vary depending on job-related knowledge, skills and experience.
- » The Moore Foundation is an equal opportunity employer and welcomes applications from people of all backgrounds, cultures, and experiences.

SpencerStuart