Rethinking the AD job description

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Some NomCom 2022-23 Members

Problem statement

- Too often an AD position is uncontested.
  - This is the well-known *public* impact.

- The AD job is essentially full-time.

- A single two-year term is rare.
  - "It takes the first term to learn the job," says (almost) every AD ever.

The *REAL* problem statement

- Few companies can afford to loose good engineers for four years at once.

  Therefore:

- The potential talent pool for IESG membership is limited and does not represent the Global Internet Community.

Oh, and also

- IAB wants members with wide exposure to IETF technology.

- Best way to get that is as an AD, since you see all RFCs.

- The path from IESG to IAB is well-trod.
    - "The IAB is the retirement home for IESG members" is an IETF trope.

But wait, there's more

- Hard to be an AD without being a WG Chair.

- WG Chair is like leadership lite: less work, good justification for business travel.

- We don't know how long chairs serve, how many people do multiple chairs, etc.
  - Working with tools team to get those numbers.
  - ADs can be chairs, IAB members can.

Thoughts on next steps

- Get metrics: who, how long, affiliations, etc.

- Work on new job descriptions for IESG, IAB.

- Consider practice, if not policy, of term limits.
    - MUST or SHOULD?

- A WG-forming BoF, no later than IETF 117.