

**The San Francisco Foundation is now recruiting for the 2010-2012 Multicultural Fellowship Program.**

Our Multicultural Fellowship Program is a two-year full-time program that aims to increase diversity in the philanthropic and nonprofit sectors. Successful candidates are young professionals of color with the promise and passion to create significant social change. The Fellowship provides challenging work and professional development experiences, on-the-job training, and opportunities to enhance skills in grantmaking, convening, project management, and a variety of other areas. Fellows are an integral component of the Foundation's grantmaking Program staff. Additionally, Fellows benefit from networking, mentoring, trainings, seminars, professional conferences, and interactions with a wide array of nonprofit, community, and philanthropic leaders.

This year, the Fellowship Program is seeking one Fellow in each of the following three program areas:

Arts and Culture, Education, and Environment. Applications are due on Monday, March 22, 2010, and the Fellowship positions will commence July 1, 2010.

Below is detailed information about the Fellowship application process and information sessions, also available at <http://www.sff.org/multicultural-fellowship>. We invite you to forward this announcement to those you think may be interested in applying.

Thank you for your help as we work to cultivate the next generation of community leaders to reflect the diversity of our region.

Applications for the Multicultural Fellowship Program Due March 22nd  
Background:

The San Francisco Foundation has five Program areas, and the staff in each Program area have specific experience in that particular subject and with a variety of organizations in that field. As a group, the Program staff bring rich perspectives to the Foundation, including grantmaking, comprehensive community initiatives, neighborhood projects, technical assistance in organizational development, and public policy work on county, regional, statewide, and national levels. General qualifications:

- Self-directed, team-oriented, and leadership qualities.
- Demonstrated interest in fundraising, donor development, and

nonprofit or public service.

- Volunteer and/or work experience in a specific Program area as specified below.
- Eagerness to learn about the philanthropic sector.
- Ability to interact effectively with diverse audiences from varying socio-economic backgrounds.
- Strong oral and written communication skills and analytical skills.
- Ease in producing high quality work in a high-production, multiple-project environment.
- Strong computer/software skills, including Windows and Microsoft Word and Excel.
- Familiarity with Raiser's Edge a plus.
- A Master's degree in a relevant area or equivalent research and analysis experience preferred.
- A minimum of five years of related work experience is required in addition to the specific requirements for each of the program areas noted here.

Arts and Culture Program Fellow Qualifications: Deep knowledge of visual, performing, media, and/or literary arts. A background in the arts and nonprofit experience is important. An understanding of the issues facing arts organizations and individual artists is essential.

Education Program Fellow Qualifications: Knowledge of child and youth development issues with an understanding of schools, childcare, or youth-serving programs required. Knowledge of school reform issues is desirable. Background in organizational development, policy analysis, or evaluation is especially welcome.

Environment Fellow Qualifications: Education and experience in the area of environmental advocacy, environmentally sustainable economies, environmental health and justice, land-use, smart growth, and policy work. A background in Bay Area environmental justice issues and environmental sustainability is desired. Knowledge of climate change policies and programs will be helpful.

Compensation:

\$46,000-\$50,000 annually

Application Deadline:

Monday, March 22, 2010. Emailed applications must be received by 5:30 p.m. Mailed applications must be postmarked by the deadline date.

How to apply:

Applicants must submit the following three items:

1. Cover letter
2. Résumé
3. Responses to the Fellowship Application questions. Download the questions at [www.sff.org/programs/multicultural-fellowship-program](http://www.sff.org/programs/multicultural-fellowship-program).

You may email your application to [fellowship@sff.org](mailto:fellowship@sff.org) OR mail it to:

Multicultural Fellowship Program

The San Francisco Foundation

225 Bush Street, Suite 500

San Francisco, CA 94104

Please submit your application only via one method; do not email and mail your application.

Every application received will be acknowledged within two business days. Please note, all three application items must be received by the deadline to be considered for an interview. Applicants selected for an interview will be contacted by April 15, 2010.

Special Information Sessions:

The San Francisco Foundation is holding two Fellowship information sessions at our office, at 225 Bush Street, Suite 500, San Francisco, CA 94104.

Thursday, March 4, 2010

3:00 p.m. – 4:30 p.m.

Monday, March 8, 2010

10:30 a.m. – 12:00 noon

The information sessions are an opportunity to meet our current Fellows, Program Officers, the Fellowship Coordinator, and other staff, while acquiring additional information about the Fellowship Program. No RSVP required.

Questions:

If you have questions regarding the Fellowship Program or the recruitment process, please contact Jamillah Washington-Weaver at 415.733.8557 or [fellowship@sff.org](mailto:fellowship@sff.org).