



Multicultural Fellowship Program 2027–2028

Frequently Asked Questions

What is the selection process and timeline?

- Applications will be reviewed between September 8 and mid-October.
- First-round interviews take place in late October. Second-round interviews take place in early November.
- Reference and background checks will be completed for all finalists.
- The two candidates selected for the fellowship program will receive employment offers in early December.
- All applicants will be emailed with updates about their candidacy status.

How do I apply to the Multicultural Fellowship Program? What should be included in my application?

- Submit your online application for your chosen fellowship opportunity through SFF's [Careers page](#) by 11:59 pm PST on October 1, 2026. Applicants may apply to **only one** fellowship opportunity: the [People Pathway](#) or the [Power Pathway](#).
- Late applications will not be considered, and extensions will not be offered. Supplemental materials, including letters of recommendation, will not be considered.
- Your online application should communicate your commitment to equity, your approach to leadership, your interest in working with your chosen fellowship program team, and your relevant experience advancing the program's priority issues or goals. Please use specific examples.

I applied in the past and did not receive an offer. Can I apply again?

Yes. We welcome previous applicants who believe their experience and interests align with one of the current opportunities.

What benefits are offered to fellows?

- Fellows receive a competitive benefits package that includes vision, health, and

dental coverage; a hybrid work model; a donation matching program; volunteer service leave; and other benefits. More specific information will be given to those who receive formal offers. Benefits information can also be found on the SFF [Careers page](#).

- The Multicultural Fellowship Program maintains an annual professional development budget to support the Fellows' learning. This budget may be used for conference attendance, supplemental training, and some individual resources (e.g., books).

What is a typical experience for a Fellow?

Each fellow's experience will be shaped by their interests, goals, previous experience, the program team, the cohort, and SFF's evolving work. Fellows will gain on-the-job training in a dynamic work environment.

Fellows work with their program teams throughout the week and participate in periodic gatherings. These gatherings include group discussions on leadership, philanthropy, and professional development topics, as well as site visits with grantee partners and meetings with sector leaders. Fellows also receive coaching from their program directors and are supported in designing and facilitating additional professional development opportunities for themselves and their cohort.

Fellows may attend statewide or national conferences over the course of the two-year fellowship program. Eligible travel and related expenses are covered by the San Francisco Foundation.

What opportunities do fellows pursue after completing the fellowship?

During the course of the program, fellows explore their interests, purpose, and desired impact as they consider their next professional steps. Often, fellows pursue opportunities in the nonprofit, philanthropic, and government sectors.

With more than 30 years of history, the Multicultural Fellowship Program has a robust network of alumni making an impact as nonprofit leaders, elected and appointed officials, consultants, small business owners, teachers, organizers, and philanthropic leaders. This network of committed and dynamic leaders is one of the most valued aspects of the fellowship program.

Do you have any advice on choosing a pathway?

Applicants should review the individual job postings and apply for the pathway that most closely aligns with their interests and experience. Applicants should submit only one application, but in some cases, the program teams may ask an applicant to consider a different pathway that better aligns with cohort and team needs.

How does the first year of the fellowship differ from the second?

Over the course of the two-year fellowship, fellows engage in an iterative learning process. The fellowship begins with introductory discussions and skill-building sessions focused on philanthropy, grantmaking practices, and SFF's unique role and mission as a community foundation. By the end of the first year, fellows assume responsibility for independent projects and work with their respective teams to shape grantmaking and evaluation initiatives.

In the second year, fellows complete a capstone project that leverages the fellowship experience to address a strategic challenge faced by SFF or its grantee partners; continue to work on independent and team projects; and prepare for their next professional step by refining their long-term professional goals.

During the first year, fellows are classified as non-exempt, hourly employees. In the second year, they transition to an exempt employee classification.

Are applicants required to have college or advanced degrees?

We do not require applicants to have higher education degrees.

Do fellows need to be located in the Bay Area?

Yes. We are a California-based employer and do not offer out-of-state employment opportunities. Staff must live within commuting distance of SFF's office at One Embarcadero Center in San Francisco, and are expected to work from the office at least one day a week.

What are SFF's standard work schedule and office attendance policy?

SFF's core business hours are typically 9 am to 5 pm, Monday through Friday, with a 30-minute meal period required for non-exempt staff. Staff are currently expected to work from the SFF office at least one day per week.

Does the San Francisco Foundation require employees to be authorized to work in the United States?

Yes. In compliance with federal law, all persons hired by the San Francisco Foundation must verify their identity and eligibility to work in the United States and complete the required Employment Eligibility Verification (Form I-9) upon hire.

Does the San Francisco Foundation sponsor work visas?

At this time, the San Francisco Foundation does not provide employment-based visa sponsorship. Applicants should be authorized to work in the United States without current or future employer sponsorship.

Does the San Francisco Foundation consider applicants who are DACA recipients?

Yes. The San Francisco Foundation welcomes applications from individuals who are currently authorized to work in the United States, including Deferred Action for Childhood Arrivals (DACA) recipients with valid Employment Authorization Documents (EADs).

I have a question that is not answered in this document. What should I do?

Additional questions can be directed to HR@sff.org.