COWLAR
DESIGN STUDIO

Data Analyst

Job Description

Expected start date	ASAP (position is open if you can still read this)
Positions open	02
Experience required	Will prefer 1+ years of relevant experience.
Education required	Minimum Intermediate (High School) Education
Salary package	Competitive salary and benefits package Monthly performance-based increments & cash bonuses
Perks	- Opportunity to work & grow with a Y-Combinator backed Founder who has been doing startups for more than a decade - More than 90% of customers are based in the USA (get exposure working on cutting-edge/disruptive tech) - Opportunity to travel abroad and gain invaluable exposure - We have offices in Pakistan, Qatar & America. - Experience Hyper-growth in your career based on the Silicon Valley mindset - A strong base salary - Flexible working hours - High performance oriented and resilient work environment / workstation - Company Issued Laptops/ Electronic Devices based on need and performance

	- Free Food (Breakfast / Lunch / Dinner/ Snacks/ Fruits and Beverages) - 24/7 Access to the office - Performance base paid cool-off period - Dedicated time / Access to a plethora of Learning Resources - Knowledge base mini library present at the office - Fastest network (internet) in Pakistan - Medical insurance, treatment and employee care for astronauts. - Overnight Stay Facilitation: Sleeping pods and Lockers - Recreational activities / trips - Highest Grade Massage Chairs - Gaming corner - PS5 - Insured parking space - Support team available for facilitation of employees - Taxation, Accounts and legal assistance for the employees. - The best work culture/team environment in the world! Primed to set you up for either running your own company or being a C-Level Executive in one.
Location	- Full-time - Islamabad, Pakistan (F-7 Markaz) - This position requires you to travel Internationally to the MENA region and beyond if necessary. - Based upon your exceptional performance, you might be allocated to the International Operating Base.

Note:	- During our selection process, we carefully evaluate each candidate's analytical thinking abilities through a structured assessment. You must be ready to demonstrate appropriate intelligence in your interactions with us. Your capacity to solve problems, learn quickly, and apply logical reasoning will be observed throughout our interactions. - We place high value on honesty and integrity in all our team members. Successful candidates demonstrate transparency, ethical judgment, and a willingness to acknowledge both strengths and areas for growth. We firmly believe that skills can be taught and knowledge can be gained, but the right attitude cannot. Therefore, we seek individuals who bring a humble, open, and learning-oriented mindset to their work. Your approach to challenges should demonstrate curiosity and an openness to new perspectives and continuous improvement.

About Cowlar

Cowlar is a venture-funded, Y-combinator start-up delivering world-class engineering solutions in Enterprise software, Internet of things (IoT), Machine Learning, Robotics, Industry 4.0, and associated fields. Our exceptional team uses engineering best practices and a first-principles approach to solving complex problems and deliver enterprise-scale projects at startup speeds.

With a culture that empowers big ideas and a focus on making our people the best

version of themselves through continuous upskilling and enablement, we believe this is a place where exceptional talent comes together to make magic happen across multiple verticals. We're looking for like-minded people who understand our mission and are willing to become part of the journey. Cowlar (Pvt) Ltd is a subsidiary of Cowlar Inc. (USA).

We're looking for people who are not afraid of learning something new, who can read docs, watch tutorials and teach themselves quickly. You must be familiar with agile development and reporting requirements. The ideal candidate should be self-driven and motivated. We want to work with people who realize their own potential and can execute quickly. We do not compromise on quality and your role should be to maintain the already excellent software development best practices being used at our organization.

Important Further Reading:

We value our **culture above all else** - Please go through this Culture Document carefully

to understand our culture, values and what we represent.

Check out our website: cowlardesignstudio.com

To learn more about the type of work we have done.

Read the Following Sections Carefully

Job Summary

Your role will be to provide support to the technical and business teams of Cowlar Design Studio to perform their tasks efficiently. One of those key roles is data

annotation, where you will help with our AI development process as a vital component.

As a vital component of our workflow, you will need:

1. A strong sense of ownership for your tasks
2. Attention to detail for labeling and categorizing data
3. Ability to follow specific guidelines with accuracy and consistency

We are seeking detail-oriented Data Annotators to review and tag images, text, audio, or video for AI and machine learning models. Your responsibilities will branch into:

1. Data analysis
2. Quality assurance
3. Operations
4. Additional specialized areas

Growth Roadmap: You will enter our structured training program where your compensation directly reflects your skillset. To see a list of skills that we expect please view the **Additional Responsibilities** section. You will be provided with time to learn as well as guidance to rapidly evolve your skillset. As you learn more, your salary will increase accordingly. This position offers pathways for growth and skill development beyond core annotation duties.

You will work alongside talented professionals at the top of their game, gaining immense learning opportunities and exposure to a variety of potential responsibilities. Through these experiences and mentorship, you will develop into a complete professional.

Key Responsibilities

Data Annotation

As a Data Annotator at Cowlar Design Studio, you will provide critical support to both our technical engineering teams and non-technical business teams. Your attention to detail and ability to follow instructions precisely will be essential to our success.

1. Accurately label and annotate data following detailed guidelines
2. Review and verify annotations to maintain high-quality standards
3. Work with annotation leads and AI/ML team to improve annotation quality
4. Identify patterns and inconsistencies in data and report them
5. Meet productivity and accuracy targets
6. Take initiative to quickly absorb and understand tasks, performing them accurately as instructed
7. Learn and adapt to our internal tooling, while contributing ideas for improvement
8. Assist with data analysis tasks, interpreting annotated datasets and providing insights

Quality Assurance

You will participate in running regression testing, identifying bugs to improve our software, and conducting other tests as directed by the QA team. A technical understanding of software systems is highly preferred, and you are expected to quickly learn what you will be taught to develop more context for effective testing.

Responsibilities:

1. **Android Device Management & Debugging:**
    a. Establish connections to Android devices via USB and Wi-Fi using ADB and Scrcpy. [resource]
    b. Effectively utilize Scrcpy for real-time device mirroring and control during testing.
    c. Proficiently analyze and interpret Android Studio logs to identify and resolve software defects.
2. **Web Application Debugging & Analysis:**
    a. Leverage Chrome DevTools to thoroughly inspect and debug web applications. [resource]
    b. Analyze network traffic using the Network tab to understand HTTP requests, responses, and API interactions. [resource]
    c. Utilize the Console tab for JavaScript debugging and error identification.
    d. Inspect and manipulate HTML/CSS using the Elements tab.
    e. Examine local storage, cookies, and session storage using the Application tab.
3. **API Testing & Validation:**
    a. Understand and test API endpoints, [resource]
        i. HTTP methods (GET, POST, PUT, DELETE)
        ii. parameters
        iii. headers and request bodies
        iv. API responses
        v. status codes
        vi. response headers and response bodies
4. **Data Management & Analysis:**

a. Demonstrate a strong understanding of JSON syntax and structure. [resource]
b. Utilize basic SQL queries (SELECT, WHERE, JOIN) to retrieve and analyze data from MySQL databases for debugging and validation purposes. [resource]
c. Understand database schemas, and be able to inspect database tables and data.

5. **Email Management & Testing:**
   a. Implement and utilize email aliasing concepts to create and manage multiple test accounts. [resource]
   b. Understand the concept of creating multiple email addresses that forward to a single inbox.
6. **Scripting:**
   a. Ability to use scripting languages, mainly JavaScript and Python to automate test cases, APIs, repetitive tasks and load testing.

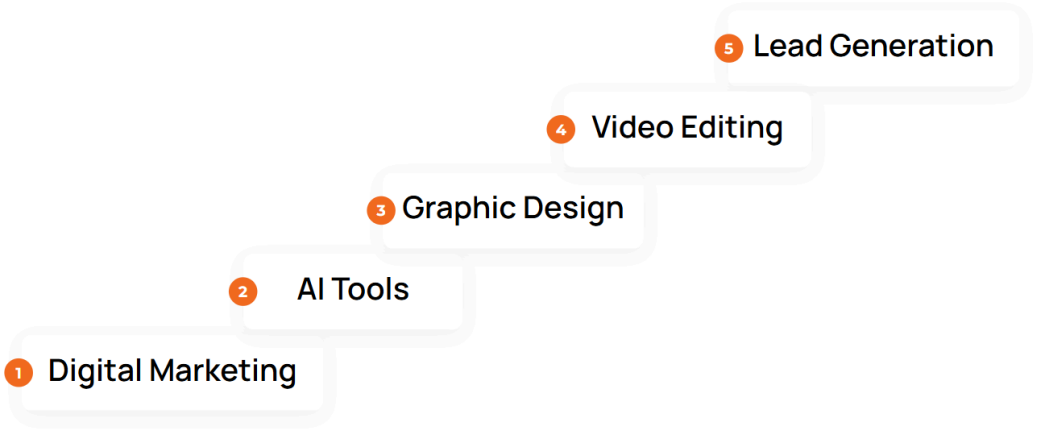
Preferred Qualifications

1. Prior experience in data labeling/annotation
2. Familiarity with annotation tools and basic data analysis techniques
3. Ability to work in morning, evening & night shifts as business needs require
4. Excellent communication skills, both written and verbal
5. Quick learner with the ability to understand technical concepts
6. Attention to detail and commitment to quality work
7. Basic understanding of AI/ML processes is a plus

Additional Responsibilities

Beyond your core role, we'll help you grow in these additional areas by providing clear roadmaps and guidance. While some prior exposure is helpful, we value candidates who demonstrate enthusiasm for learning and developing these complementary skills over time.

A successful candidate must demonstrate proficiency in internet search techniques, with comprehensive knowledge of Google Search and other search tools to efficiently locate required information. Additionally, experience with prompt engineering is essential, as it enhances analytical thinking and research capabilities, allowing for more effective information gathering and problem-solving.



Following is more detail about our Roadmap for skill acquisition.

1. **Digital Marketing & AI Tools** Assist in managing social media content and engagement across all platforms. Support SEO and paid advertising campaigns. You must be able to handle our social media accounts effectively and leverage Gen-AI and AI tools for content creation and optimization. Cowlar provides premium access to all AI LLMs (ChatGPT, Claude, Gemini), and you will be expected to learn how to use these tools efficiently to enhance marketing efforts and streamline workflows.
2. **Basic Graphic Design** Create basic visuals for marketing, social media, or product documentation. Edit and enhance images for annotation projects.

Experience with Adobe Suite (Illustrator, Photoshop, InDesign) is highly preferred. Experience with Figma for interface design and prototyping is also highly preferred.

3. **Video Editing** Edit short clips, promotional videos, or training content. Work with AI teams to process video data. Experience with Adobe Premiere Pro and After Effects is highly preferred for creating professional-quality video content.
4. **Lead Generation** Identify potential customers through various methods such as research, social media, and networking. Create and maintain leads lists guided by our business team across multiple verticals, products & solutions. You will also participate in outreach efforts and handle operations related to internal products, ensuring smooth communication with potential clients.
5. **Technical Understanding** In a company like Cowlar, you would need to grasp technical concepts related to our specific technology and industry to effectively communicate with potential clients and support internal teams. You need sharp cognitive abilities and presence of mind. This includes understanding our products' technical specifications and use cases.

Effective Communication Across All Levels Communication is the lifeblood of successful development. Communication is like Oxygen. At Cowlar, you'll be expected to masterfully adapt your communication style to engage a wide spectrum of audiences, from frontline employees to executives.

How to apply

Visit work.cowlar.com and apply to the available position

OR

Email careers@cowlar.com with Subject: [Your Name] - [Position]

Note: We strongly recommend preparing a portfolio to accompany your resume. This portfolio should be a comprehensive showcase of your skills, experiences, and relevant work. Please include:

1. Examples of your best work in data annotation, quality assurance, or data analysis (if applicable)
2. Samples of digital marketing, graphic design, or video editing work (if applying with these skills)
3. Demonstrations of your technical understanding and ability to learn new tools
4. Any experience with AI tools and how you've utilized them effectively

The format & length of the portfolio is completely up to you. Deciding such things are part of the assessment.

Remember, both the content and the presentation quality of your portfolio matter. This is your opportunity to demonstrate your attention to detail, accuracy, and ability to follow guidelines – key skills for this role.
