

Naweed Kabir

AI systems, evaluation and operations

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I design how people and AI work together so that the results can be checked and trusted. Over three years at Invisible Technologies, I went from ranking model responses to designing how 200+ contributors were trained and certified. I co-founded Lagbe Naki, a cross-border sourcing service for customers in Bangladesh, and built the app its orders run on. Now I help organisations bring AI into their operations and train their teams to check what it hands back.

Experience

Training & Process Lead

Jul 2022 – Jul 2025

Invisible Technologies, Remote

Promoted four times from AI Trainer

- Designed the onboarding that certified 200+ contributors in 10+ cohorts, at an 85%+ pass rate.
- Brought an intake of 100+ contributors to production standard in two weeks with a shorter course.
- Wrote the rubric and workflow for an LLM grader that checked trainees' work ahead of human review.
- Designed the evaluation framework the review rubrics were built on.
- Wrote the reviewer guidelines, error categories and quality criteria the teams worked from.
- Ran a weekly session on production errors and briefed the teams on every guideline change.
- Created 52 training videos and additional courses, from platform basics to recurring errors.
- Led workshops on hallucinations, prompt writing, language diversity and user interruptions.
- Tracked attendance and quiz results in Google Sheets to see which trainees needed a one-to-one.
- Began with RLHF response ranking and computer-task demonstrations for AI agents.

Co-founder

Apr 2025 – Present

Lagbe Naki, Dhaka

A service that sources products from abroad for customers in Bangladesh

- Designed how the business runs an order, from the first quote to the final accounts.
- Built the app every order runs through, replacing the Google Sheets system I built first.
- Set up quoting so a person approves every price, with an intake bot that only gathers requests.
- Track each order's profit cost by cost, with every cost marked confirmed, estimated or missing.
- Keep payments and expenses in a ledger whose entries are never edited, only reversed.

AI Enablement Consultant

Apr 2025 – Present

Independent, Dhaka and remote

- Map how an organisation's work runs today and define what a system must do before a tool is chosen.
- Design AI workflows with human review built in, or a simpler system where AI does not fit.
- Write rubrics, error categories and review workflows that check AI output before teams rely on it.
- Run workshops that teach teams to brief AI clearly and check what it hands back.

AI Apprentice

Mar 2019 – Oct 2020

Intelligent Machines, Dhaka

- Annotated handwritten Bengali text for OCR and NLP models at 96%+ accuracy.

Projects

Quality Gate

Nov 2025

Optimizely forward-deployed engineer assessment

 rendered-audit-bridge

- Designed a multi-agent audit of web page accessibility and SEO in Optimizely Opal.
- Built a Node.js service that renders pages with Playwright and gives the agents compact page data.
- Set the workflow to return an incomplete verdict whenever evidence was missing.
- Cut observed run times from over 300 seconds to under 100 by limiting what each agent received.

Brightstream Branch Finder

Jan 2026

Optimizely demo engineering test

 brightstream-branch-finder

- Built a React and TypeScript branch locator on Optimizely Graph, styled to a supplied mockup.
- Validated every GraphQL field against the live endpoint after advertised fields failed at runtime.

Thinkaloud

2026

Open source, Node.js

 thinkaloud

- Built a tool that turns the AI someone already uses into a thinking partner.
- Prompts assistants to explain recommendations and flag possible errors, leaving decisions to the user.
- Sets up ChatGPT, Claude, Gemini, Claude Code or Codex through a short guided interview.

DigiDesk

2020 – 2021

Blockchain Olympiad entry

- Designed the technical architecture for tracing business registration across government offices.

Education

B.Sc. in Computer Science and Engineering

2019 – 2023

BRAC University, Dhaka | CGPA 3.70 / 4.00

Thesis *PDFGuardian: An innovative approach to Interpretable PDF Malware Detection using XAI with SHAP Framework*

- Trained four malware classifiers on 21,095 PDFs and compared them by what SHAP showed they relied on.

Skills

AI	LLM evaluation · LLM-as-a-judge · RLHF · rubric and error-taxonomy design · prompt engineering · multi-agent workflows · explainable AI · AI-assisted development
Operations	Training programme design · onboarding at scale · workshop facilitation · process documentation · guideline change management · workflow design
Tools	Python · scikit-learn · Node.js · Playwright · GraphQL · Google Apps Script · Git · LaTeX
Languages	English (IELTS 8.0, CEFR C1) · Bangla (native) · French (beginner)

Awards

2021	E-Governance category champion, International Blockchain Olympiad (DigiDesk team)
2020	E-Governance category champion, Bangladesh Blockchain Olympiad (DigiDesk team)
2020	Second runner-up in the World Bank Road Safety Competition

Outside work

Music	Drummer with the thrash metal band Karmant since 2020, and a live sound engineer.
Volunteering	Taught children with Down syndrome to use computers; currently rescue stray cats and dogs.