

Curriculum Vitae

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Academic Qualifications

2020 Specialist in psychotherapy. Recognized by The Danish Supervisory Board of Psychological Practice
2011 Certified MSc in Psychology, Recognized by The Danish Supervisory Board of Psychological Practice
2009 MSc in Psychology, Aarhus University

Current Appointments

2024 - HEMS Psychologist, The Danish Air Ambulance.
2023 - Research Assistant, Aarhus University.
2016 - Psychological Educational Consultant in Center for Competency Development, Corporate HR, Central Denmark Region.

Previous Appointments

2012 – 2016 Clinical Psychologist, The Danish Veteran Centre, Department of Military Psychology.
2009 – 2012 Clinical Psychologist, Educational-Psychological Advisory Service, The Children and Youth Administration, Frederikssund municipality.

Research-relevant activities

Project group member, providing psychological expertise in PhD researchproject; '*PRESENCE: Prevention of Stress and Burnout in EMTs*'. Department of Psychology, Aarhus University, Denmark. Phd Student: Mads Lillethorup Pettersson. Main Supervisor: Ligaya Ponce Dalgaard, PhD, Associated Professor, Department of Psychology, Aarhus University, Denmark.

Advisoryboardmember in researchproject; '*Meeting Relatives in Trauma Centers*', Research Center for Emergency Medicine, Department of Clinical Medicine, AUH, Denmark. Project Nurse: MSc. Mia Blaabjerg. Main Supervisor: Marianne Lisby, PhD, MHSc, RN, Associate Professor, Emergency Department, AUH, Denmark.

Dissemination Activities

Conference Presentations (Oral)

- The Big Sick (TBS) Conference, 2025, Zermatt, Switzerland.
- European Society for Paediatric Anaesthesiology (ESPA) Conference, 2024, Athens, Greece
- EHAC Symposium (European HEMS and Air Ambulance Committee), 2024, Oslo, Norway.
- National Trauma Conference; "Learning from Excellence", 2024, Odense, Denmark.
- Danish Emergency Medicine Conference (DEMC), 2023, Copenhagen, Denmark.
- Patient Safety Conference for Leaders, 2023, 2024, 2025, Rebild, Denmark.
- Nordic Congress for ENT Nurses, 2022, Oslo, Norway.
- FSSK Conference (Danish Community Nurses' Society), 2022, Svendborg, Denmark.
- DAENA Congress (Danish Emergency Nurses' Association), 2022, Odense, Denmark.
- Copenhagen Critical Care Symposium (CphCC2021), 2021, Rigshospitalet, Denmark.
- DASYS & DSR Conference for Nursing Societies (Dansk Sygeplejeråd), 2021, Kolding, Denmark.
- Prehospital Research Symposium, 2020 (Keynote speaker), Aarhus University Hospital, Denmark.
- Trauma Conference, 2019, AUH, Aarhus University Hospital, Denmark.

Conference Presentation (Poster)

- Danish Prehospital Research Symposium, 2024, Aarhus, Denmark.

Lecturing and Postgraduate Teaching (*selected courses listed below*)

- The National Healthcare Dispatcher Education (SFV-Uddannelsen). Developed and delivered in collaboration between the five Danish regional prehospital services.
- National Postgraduate Program in Emergency Nursing. Regionally delivered specialisation programme for nurses working in emergency departments.
- Supervisor Training Course for Consultants (Specialists). Delivered in collaboration between Central Denmark Region and North Denmark Region.
- Meeting Relatives in Trauma Centers, Aarhus University Hospital, Denmark.
- Defusing Course, Aarhus University Hospital, Denmark

Other relevant activities and qualifications (Selected Highlights)

- *Lead Psychologist, REPEL* – Resilience in Pediatric Life Support (Odense University Hospital). Responsible for the psychological framework of this national simulation-based training program, with focus on cognitive resilience and structured debriefing. www.repel.dk
- *Experienced Educator and Speaker*. Delivering training and invited talks on psychological aspects of emergency care – including crisis communication, stress management, and emotional regulation.
- *Program Development and Facilitation*. Designing and facilitating interdisciplinary workshops and educational courses, often based on simulation and reflective practice.
- *Interdisciplinary Collaboration*. Proven ability to work across professions in clinical, educational, and research settings.
- *Expertise in Emergency Psychology*. Extensive theoretical and hands-on experience with mental health in acute, high-pressure settings; provides psychological support and consultation in trauma-exposed, prehospital environments.

List of publications:

Damsgaard, K. et al. (2025). *Common Mental Health Symptoms in Personnel Working in Helicopter Emergency Medical Services: A Systematic Review*. Air Medical Journal. (in press).

Rognås, L., Rehn, M. & Nørby, K. D. (2025). *Post-mission debriefs in helicopter emergency medicine services – introducing “The compassionate debrief”*. Scandinavian Journal of Trauma, Resuscitation and Emergency Medicine, 33:10. <https://doi.org/10.1186/s13049-025-01326-1>

Nørby, K. D. (2025). Jobbets mentale slagside. I: *Akutbogen – for læger og sygeplejersker*. Eikhof, K., Ømark, H., Skjærbæk, C. & Jakobsen, A. (red.). Munksgaard, København (in preparation).

Nørby, K. D. (2025). Kommunikation og konfliktnedtrapning i akutafdelingen. I: *Akutbogen – for læger og sygeplejersker*. Eikhof, K., Ømark, H., Skjærbæk, C. & Jakobsen, A. (red.). Munksgaard, København (in preparation).

Nørby, K. D. (2022). Kommunikation og konfliktnedtrapning. I: *Akutsygepleje - viden og kompetencer i det nære sundhedsvæsen*. Jakobsen, A., Vibjerg, J. K. (red.). Munksgaard, København.

Nørby, K. D. (2019). 'Det er nok bare mig der er tyndhudet'. *At blive udsat for vold, trusler og chikane er ofte forbundet med massiv skyld og skam*. Tandplejeren. Nr. 1. 14. februar 2019. 44. årgang.