

CURRICULUM VITAE

Professor Joe Reilly

BMedSci BM BS Dip Med Sci
DM Cert Clin Ed FRCPsych

Registered Civil Mediation Council Mediator

(Civil & Commercial, Workplace)

Director, Reilly CMS Limited

Honorary Visiting Professor

School of Health Sciences

University of York



PROFILE

In 30 years as an NHS psychiatrist I've seen how disruptive and damaging interpersonal conflict can be- within families and the wider community, and in staff teams. I now offer mediation and conflict resolution support both in the NHS and more widely in settings where I can be of help. I bring expertise of working in deprived local communities in the North East of England with awareness of peoples' real lives. I'm also well-prepared to mediate in senior leadership disputes, with wide experience of local and regional NHS research leadership both in the NHS and university setting. I welcome opportunities to mediate across workplace, community and civil disputes. I offer both face to face and online mediation.

APPROACH

To any task, I bring a clear vision, a strong collaborative approach, a willingness to address and deal with conflict and disagreement, an ability to inspire and develop others, and a capacity to lead them through change. In mediation, I take a principled negotiation approach based on building up rapport and empathy with participants, encouraging frankness and exploration of underlying interests. I can be very effective in reaching common ground in difficult circumstances. My work in adult mental health meant having to think and act on my feet to quickly build up trust. Containing anxieties and de-escalating situations were the everyday. This means I can help and advise in disputes where mental health issues or more challenging behaviours arise.

MEDIATION EXPERIENCE

I built on my previous experience of informal mentoring and coaching of colleagues in conflict situations, to become an in-house workplace mediator for my previous employers, Tees Esk and Wear Valleys NHS Foundation Trust. After initial training with ACAS in 2018, I have conducted successful mediations for staff within multidisciplinary teams in conflict with each other or with managers, typical examples being bullying/harassment allegations, breakdown of communication, and difficult or unacceptable behaviours. I have experience of online mediation as well as face-to-face, and I've mediated larger and more complex group conflict. With CMC accreditation I have continued to work on a freelance basis, mediating more complex disputes for my previous trust when independence is needed. I have also mediated outside the NHS in the private sector. I am on the panel of the Association of Northern Mediators and a member of the Society of Mediators. With the latter I have helped to train and assess University of Northumbria Bar students in mediation skills (2023-4). With the charity Yorkshire Mediation, I've volunteered as a trainer in conflict resolution, working in two UK prisons in 2024 and 2025 to deliver mediation training for both prisoners and prison officers, including a mixed group. I have continued as a trainer in the NHS working with resident and senior doctors on conflict resolution. Recently I was a panellist for an event with Thames Valley Chartered Institute for Arbitration, attracting more than 200 colleagues to a discussion on managing interpersonal challenges in mediation.

TRAINING

In-house NHS Trust workplace mediator training by ACAS (2018)

Society of Mediators accredited mediator training course (March 2021)

Essential Mediation Solutions workplace conversion course (December 2021)

New York Centre for Non-Violent Communication Discovery Course (March 2023)

R&D Leaders Development Programme with Ashridge Business School (2012-2013)- covering relevant skills including negotiation approaches.

Trained Schwartz Round Facilitator (2019)- an approach to enabling NHS staff reflect on the emotional impact of their work, including the consequences of workplace conflict.

Trained facilitator for NHS Resolution's Compassionate Conversations programme (2025), helping senior managers and clinicians to work constructively and empathically when managing performance and conduct problems.

PROFESSIONAL BACKGROUND

23 years' experience as a consultant psychiatrist (retiring in February 2021), working in a variety of settings in adult mental health across Teesside and County Durham in North East England. I gained expertise in working with people with a wide range of serious mental health problems including personality disorder and psychosis. I was an effective team leader and colleague enabling others to tackle very difficult situations.

NHS Trust R&D Director (2006 to 2019)

Head of Mental Health Research Group, Durham University (2007-2014)

Honorary Professor, School of Health Sciences, University of York (2016-present).

I have extensive experience and expertise in management and leadership, primarily in NHS R&D but with wider experience in operational NHS management, educational leadership, and university management. I led change locally and regionally to embed clinical trials in NHS mental health services, and I took forward NHS-University partnerships to growth and success. I worked with colleagues across NHS organisations regionally to reach agreement on increasing access for NHS patients to clinical research, gaining a reputation as the voice of reason at the table. I have an ongoing clinical research contribution at the University of York in clinical trials.

Schwartz Round Clinical Lead and Mentor (2021-2025)

Working with the charity Point of Care Foundation, I have supported the development of Schwartz Rounds in health and social care and university sites, starting in my previous mental health trust, and expanding to mentor a range of organisations across Northern England. Schwartz Rounds are a regular space for staff and students in health and social care to pause and reflect on the emotional impact of the work, rooted in listening to stories colleagues tell about their own experiences. I used my previous clinical expertise and indeed my mediation experience to support colleagues to tell these powerful stories, and to enable local facilitators to hold spaces safe enough for staff to reflect openly and honestly.

Freelance Leadership trainer and educator (2021-present)

Starting with multidisciplinary groups of leaders online during the COVID era, I have continued to train NHS colleagues in leading compassionately and collaboratively, even in the face of the multiple competing and contradicting priorities they face. I am currently starting a local programme for psychiatrists in NHS Resolution's Compassionate Conversations, balancing the need to listen and respond empathically with the need to address performance and conduct issues in healthcare.

CONTACT DETAILS

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ACADEMIC QUALIFICATIONS

1987 Bachelor of Medical Science, First Class Honours (Nottingham)

1989 Bachelor of Medicine & Bachelor of Surgery (Nottingham)

1995 Diploma of Medical Science, University of Newcastle

2002 Doctor of Medicine, University of Nottingham

PROFESSIONAL REGISTRATION

REGISTRATION: General Medical Council No. 3311048 (registered)

MEMBERSHIP: Civil Mediation Council No. D7949 (registered Mediator)

Fellow of the Royal College of Psychiatrists No. 11249