

**ABSTRACT:**

This bachelor's thesis studies criteria of the choice of the school's headmaster's closest colleague, or more specifically, a deputy headmaster in a kindergarten and the primary schools in Benešov. It investigates the criteria used by the headmasters, and whether personal, or rather professional qualities are preferred in the selection.

A qualitative research conducted in form of a case study shows that the addressed respondents had certain criteria they used to choose a competent and experienced co-worker on the position of deputy headmaster because good decision in this matter is very important for them. Materials obtained during the interviews showed how big the responsibility of the deputy is, how much work they need to do and how important for the headmaster they are.

**KEYWORDS:**

Criteria of selection, the headmaster, deputy headmaster, competences, human resources, school management