

## **ABSTRACT**

The thesis deals with the definition of the term competence and competency model of a senior academic at a university. The term “competence” can be understood as a set of knowledge, skills, abilities, habits, attitudes and values of a given individual that enable him/her to perform “with competence” in some area of his/her activity. It is also possible to describe in this way the ability of a person to act correctly in a certain situation based on the use of their own resources (abilities, skills, knowledge, etc.). The definitions of competencies of staff working in educational institutions are important not only in the curriculum, where the individual in the educational field affects the personal development of individuals or groups, but also in terms of staff hierarchy, including the definition of responsibilities and competences. The thesis defines such terms as executive and university; this type of schools can be further divided into public, state and private universities. The diploma thesis analyzes the competences of senior academics at the university, deans of faculties and heads of departments/institutes, examined on a sample of public universities based in Prague. These competences are then compared with each other, it is a comparison of the competencies of the deans of the faculties and the respective heads of departments/institutes at a given faculty. In the research part, interviews with senior academics of public universities – deans of faculties and executives of departments/institutes were conducted and recorded on samples of public universities in Prague, Czech Republic, and then compared. Part of the thesis is also an analysis of publicly accessible documents related to the definition of competencies of employees at individual management levels. According to the data obtained in the survey, all senior academics of public universities who were involved in the research have competences in the professional, social, personal, managerial and leadership field.