Hard to talk about because there aren't many generalities. As you know from your experiences as a grad student, the supervisor-supervisee relationship is like no other: part mentor, part evaluator, part manager, if you are lucky lifelong mentor and friend.

So I will do my best to describe some observations from being on the other side, the supervisor side, for 17 years.
Recruitment: Applicants

Get Involved

- figure out your dept. process, get involved

Advertise

- get the word out: talk to colleagues for leads
- communicate your group’s results effectively
- give talks in places students come from

Recruit Locally

- give great grad courses or seminars
- talk to undergrads about research and get them involved

It Always Takes Work
Recruitment: Selecting

Interview!
- in-person is great but Skype video can work
- let the student do the talking

What to Look for?
- look for a good *match*
  - compatible problem-solving and work styles?
  - interested in similar problems?
- find students smarter and more creative than you
- keenness can be more important than smarts

Build a Goup, don't Rush
Mentoring

Your students are colleagues, not worker bees, not slaves, not easily replaceable...

• collaborate (don’t dictate)
• communicate expectations and context clearly
• create opportunities

It has to work for both of you

• be sensitive to their contexts
• you will have a unique style but be adaptive
• help student find a better fit if progress is not being made
"Focus on the students, since graduating great students means you'll produce great research, while focusing on the research may or may not produce great students."

Nico Habermann and David Notkin