



Job Posting: Custodian

JOB TITLE:	Custodian
REPORTS TO:	Custodian Manager
WAGE:	\$20.50 per hour.
COMPETITION NUMBER:	2026-09
POSTING DATE:	APRIL 21, 2026
CLOSING DATE:	MAY 5, 2026

THIS POSTING IS FOR ONE (1) PERMANENT FULL-TIME POSITION.

The Custodian will be responsible for overseeing the cleanliness and overall condition of our community housing properties.

Who We Are: London & Middlesex Community Housing (LMCH) provides 3,282 housing units across 32 properties to more than 5,000 people. Those who call LMCH home are a diverse cross-section of individuals including families, seniors, adults, and new Canadians, all of whom are living with limited income. At LMCH, we believe that housing is the foundation of a better tomorrow.

Mission: LMCH provides and maintains homes in a safe and supportive environment to meet the needs of the people we serve in our communities.

Vision: LMCH envisions healthy homes and communities in London and Middlesex. Leading by example, LMCH will help make a difference and positively impact lives using housing as the foundation.

Why you should apply to LMCH

- Ontario Municipal Employees Retirement System (OMERS) Pension
- Group benefits, including health and dental, for full-time employees
- Employee, Dependent and Optional Life Insurance
- Employee and Family Assistance Program
- Wellness, & Wellbeing Program

LMCH Values:

To	Collaborate
To be	Accountable
To be	Responsive
To promote	Equity

1. PURPOSE OF THE JOB:

This role will involve light maintenance, daily building and property walks, assisting vendors, interacting with tenants, answering queries, and maintaining a daily log of activities.

2. KEY DUTIES & RESPONSIBILITIES:

- Clean designated areas of assigned properties which include dusting, sweeping, scrubbing and wet mopping for heavier cleaning, vacuuming, mopping, spot cleaning, cleaning ceiling vents, restrooms etc.
- Stock and maintain janitorial supply room
- Conduct regular safety checks and fire alarms, smoke detectors, emergency exits, etc. and ensure all safety equipment is in working order.
- Maintain records of completed maintenance and repair work.
- Walk around the building every morning and conduct safety checks and fire safety checks. Making sure HVAC and boilers systems are operating – checking pressure settings. Check all pressure and temperature checks as part of daily routine.
- Notify Management of occurrence deficiencies or needs for more significant repair.
- Follow all health and safety regulations
- Serve as first point of contact for tenants, answering queries, addressing concerns and providing assistance and direction was required.
- Cooperate with other staff to ensure smooth operations
- Notify management when EMS is at the property.
- Manage waste disposal areas, ensuring that trash and refuse is taken out regularly and recycling is sorted.
- Carry out heavier cleaning tasks and special projects as assigned.
- General repair and maintenance, carry out routine checks on facilities, including plumbing, electrical systems, HVAC systems and appliances including fixing minor issues and escalating larger or more complex work to appropriate personnel.
- Lighting maintenance, regular check and replace bulbs, fixtures and ceiling panels in communal and outdoor areas.
- Check toilets / plunge or snake toilets, replace electrical covers.
- Escort vendors and contractors to the units of tenants, ensuring compliance with Company privacy and access policies.
- Final Unit cleans and debris removals
- Grounds maintenance: maintaining outdoor spaces, such as lawns, pathways, including gardening, lawn mowing, raking, and snow removal when necessary
- Minor painting: Touch up paint in common areas and tenant units as required.



- Distribution of LMCH tenant notices
- Fire Life and Safety checks.
- Other duties as assigned.

3. EDUCATION, EXPERIENCE, & QUALIFICATIONS:

- Grade 12 education required. Some experience or education with WHMIS preferred.
- Between six to twelve months of previous custodial, cleaning, or similar experience required.
- Proven work experience and ability to provide a wide range of custodial and light maintenance services, including but not limited to cleaning, vacuuming, mopping, spot cleaning, painting, lighting maintenance, garbage and refuse maintenance, groundskeeping etc.
- Ability to work with a variety of personalities with tact, solid customer service skills, teamwork and interpersonal skills with an above average level of Emotional Intelligence
- Basic computer literacy and ability to use smart phone and/or tablet, including basic Microsoft skills in Word and Outlook. Experience with Yardi or other property management software considered an asset.
- Knowledge of Fire Safety systems and building mechanical systems.
- Knowledge of occupational health and safety act and WHMIS regulations. Life Safety Certification, First Aid
- Must possess a valid driver's license and have access to a vehicle. Travel will be required within the City of London and/or County of Middlesex.
- Training in non-violent crisis intervention, de-escalation, or similar considered an asset.
- Bilingual/Multilingualism considered an asset

4. WE CARE PHILOSOPHY:

The incumbent contributes and supports the overall culture and working environment of the agency by:

- Having a working knowledge of cultural, social, and demographic patterns relating to vulnerable priority populations.



- Committing to harm reduction and low-barrier service, as well as non-violent crisis intervention, de-escalation, and supporting citizens.
- Committing to work in a diverse, interdisciplinary setting.
- Understanding and being sensitive towards the belief systems of other groups, the complexity of those facing poverty, and their individual unique strengths and needs.
- Setting an example of a strong work ethic and positive team attitude.
- Working with diverse communities with sensitivity, creativity, innovation, language, and cultural understanding in a non-judgmental manner.

5. POLICE RECORDS CHECK and VULNERABLE POSITION SCREENING:

This position requires the successful candidate submit a current Police Records check and Vulnerable Sector Screening from their local police service. A current LMCH employee who is the successful candidate for this position must also provide this document *unless* it is already on file and *not* more than one year old.

6. SALARY, BENEFITS, and HOURS OF WORK:

Wage range of \$20.50 per hour with comprehensive health benefits and a defined benefit OMERS pension plan.

Normal working hours are 8:00 A.M. to 4:30 P.M., Monday to Friday, with some work required outside of this schedule from time to time.

WHAT'S NEXT:

Once you apply, we'll review your resume and cover letter to determine if your skills and experience match the qualifications for the role.

Only qualified candidates will be contacted for next steps.

If you move forward, the process may include an interview, written/practical test, and reference check.

Here's your chance to bring your knowledge and expertise to our team and contribute to providing better homes and better neighbourhoods. When submitting your cover letter and resume, be sure to tell us about your skills and qualifications that are a match to those specified in the job posting.



A cover letter and resume must be received by 4:30pm, May 5, 2026.
Late applications will not be considered.

Please send your cover letter and resume to the attention of:

Spencer Harrold
Human Resources Assistant
London & Middlesex Community Housing
1299 Oxford Street East, Unit 5C5 London, ON, N5Y 4W5
E-mail: employment@lmch.ca

London & Middlesex Community Housing (LMCH) is committed to equity in employment. Our goal is a diverse, inclusive, and barrier-free workplace that reflects the communities we serve.

We will provide reasonable accommodation to applicants with disabilities at all stages of the hiring process in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005. Please advise if you require an accommodation during the selection process.

Thank you for your interest in London & Middlesex Community Housing!